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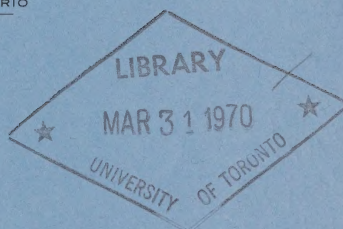




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COLLECTIVE BARGAINING IN ONTARIO  
1969



Research Branch  
Ontario Department of Labour





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1969

by

Keith McLeod

Research Branch

Ontario Department of Labour

March 1970

Hon. Dalton Bales, Q.C.  
Minister

Mr. T.M. Eberlee,  
Deputy Minister





## COLLECTIVE BARGAINING IN ONTARIO<sup>1</sup> - 1969

A small number of major disputes dominated the Ontario collective bargaining scene during 1969. Fewer work stoppages occurred than in the preceding year, but the number of man-days lost due to strikes and lockouts reached an all time high. On the other hand, thousands of collective agreements were negotiated without serious difficulty.

Measured either by numbers of settlements or numbers of employees involved, there was less bargaining in the Province's non-construction industries in 1969 than in 1968. The Department of Labour recorded 2,400 settlements in these industries compared to 2,600 a year earlier. In terms of employees affected, the difference was even more marked, 265,000 compared to 358,000.

However, in the construction industry, 1969 was the more active bargaining year with 120 employer-group or association contracts being negotiated as opposed to 80 a year earlier. Much of this bargaining occurred in four major cities, - Hamilton, Ottawa, Toronto and Windsor - and accordingly affected very substantial numbers of workers. In addition to these 120 major agreements, an undetermined number, but almost certainly in excess of 1,200, single-employer construction contracts were negotiated.<sup>2</sup>

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1. This review does not describe bargaining activity situated in Ontario that is under the jurisdiction of the Government of Canada.
  2. Estimates of the number of contract settlements and employees covered by them, used in this report, were compiled by the Research Branch of the Ontario Department of Labour. The number of 1969 settlements recorded does not correspond with the Department's estimate of more than 5,000 bargaining situations that were active in the Province during the year. The difference between the two estimates arises because settlements in some small bargaining units escape immediate identification, some active situations were not settled before the year ended, and some bargaining relationships were discontinued.

The 1969 non-construction settlements are classified by industry in Table 1. More than 48,000 (19 per cent) of the workers involved were employed in mining and primary metals, with most of these being members of the large bargaining units at Stelco, Algoma, Inco and Falconbridge. Other important negotiations measured in terms of numbers of employees and extent of industry affected also occurred in foods and beverages, metal fabrication, forestry, utilities, health and welfare services, and public administration. Between them, the latter two industries mentioned accounted for 16 per cent of the new contracts and 18 per cent of the workers covered by them.

The predominance of small bargaining units in Ontario is reflected by the data shown in Table 2. Almost 88 per cent of the 1969 settlements in industries other than construction cover fewer than 200 employees and only 33 per cent of the total number of workers affected. The remaining 12 per cent (296) of the settlements establish the wages and working conditions for two-thirds of the workers who bargained.

TABLE 2  
NON-CONSTRUCTION COLLECTIVE AGREEMENTS  
NEGOTIATED IN ONTARIO DURING 1969,  
BY SIZE OF BARGAINING UNIT

Size of Bargaining unit	Agreements		Employees Covered	
	Number	Percentage	Number	Percentage
0 - 49	1,459	60.9	24,833	9.4
50 - 99	358	15.0	24,895	9.4
100 - 199	280	11.7	37,686	14.2
200 - 499	211	8.8	59,466	22.4
500 or more	85	3.6	118,632	44.6
Total:	2,393	100.0	265,512	100.0



TABLE 1

COLLECTIVE AGREEMENTS NEGOTIATED IN INDUSTRIES  
OTHER THAN CONSTRUCTION DURING 1969

Industry	Agreements		Employees Covered	
	Number	%	Number	%
All Industries	2,393	100.0	265,512	100.0
Manufacturing	1,167	48.8	140,869	53.1
Food and Beverage	197	8.2	17,200	6.5
Tobacco Products	6	0.3	402	0.2
Rubber	16	0.7	1,616	0.6
Leather	19	0.8	2,403	0.9
Textiles	38	1.6	6,139	2.3
Knitting Mills	13	0.5	1,830	0.7
Clothing	15	0.6	6,625	2.5
Wood	37	1.5	3,578	1.3
Furniture and Fixtures	28	1.2	1,797	0.7
Paper and Allied	53	2.2	5,406	2.0
Printing, Publishing and Allied	100	4.2	4,509	1.7
Primary Metal	42	1.8	24,682	9.3
Metal Fabricating	174	7.3	14,141	5.3
Machinery	63	2.6	7,533	2.8
Transportation Equipment	70	2.9	10,543	4.0
Electrical Products	82	3.4	13,870	5.2
Non-Metallic Mineral Products	76	3.2	7,335	2.8
Petroleum and Coal Products	9	0.4	1,900	0.7
Chemical and Chemical Products	63	2.6	4,951	1.9
Miscellaneous Manufacturing	66	2.8	4,409	1.7
Non-Manufacturing	1,226	51.2	124,643	46.9
Forestry	34	1.4	6,118	2.3
Mines, Quarries and Oil Wells	46	1.9	24,080	9.1
Transportation and Communication	110	4.6	4,346	1.6
Utilities	86	3.6	13,918	5.2
Trade	252	10.6	11,410	4.3
Finance, Insurance and Real Estate	19	0.8	187	0.1
Education and Related Service	70	2.9	8,585	3.2
Health and Welfare Service	192	8.0	22,161	8.3
Personal Service	117	4.9	5,868	2.2
Other Services	115	4.8	2,107	0.8
Public Administration	185	7.7	25,863	9.8

The intensity of conflict in 1969 bargaining is reflected in data that describe the workload of the Department's Conciliation and Mediation Services Branch and the work stoppages that occurred. Unlike the stoppages data, that on conciliation does not necessarily identify really difficult bargaining situations, but it does suggest that many negotiating parties had some problems in reaching agreement.

There was a moderate increase in conciliation activity during 1969 both in terms of cases 'in process' and 'disposed of' (see Table 3). At the officer stage, work was completed in 1,640 disputes; 42 per cent of these were settled, 56 per cent resulted in 'no board' recommendations, and the cases in the remaining 2 per cent either lapsed or were referred to conciliation boards. More than twice as many construction disputes were disposed of in 1969 than in 1968, but this increase was partially offset by a slight decline in the conciliation officer workload originating in other industries. Although the table does not reveal it, conciliators re-entered many disputes following 'no board' recommendations to try to assist further in those situations where bargaining continued.

The 1969 work stoppages data for Ontario indicates that bargaining positions were firmly held rather than an increase in the number of strikes and lockouts. The following tabulation shows that 237 work stoppages occurred during the year, fewer than in two of the three preceding ones. They involved about 134,000 workers, and resulted in nearly 5,840,000 man-days lost. Compared to previous years, the number of stoppages and workers involved in them was not excessive. However, the number of man-days lost was almost double the previous high reached in 1968.

<u>Year</u>	<u>Strikes</u>	<u>Workers Involved</u>	<u>Man-Days Lost</u>
1969	237	134,373	5,838,692
1968	286	136,407*	2,922,090*
1967	228	65,563	1,542,550
1966	299*	123,540	1,428,098

\* Pre-1969 high levels.

TABLE 3

VOLUME OF CONCILIATION ACTIVITY OF THE  
ONTARIO DEPARTMENT OF LABOUR  
1968 AND 1969

<u>OFFICER STAGE</u>	<u>Disputes</u>		<u>Employers</u>		<u>Employees</u>	
	<u>1969</u>	<u>1968</u>	<u>1969</u>	<u>1968</u>	<u>1969</u>	<u>1968</u>
<u>In Process</u>						
Total	<u>1,869</u>	<u>1,722</u>	<u>2,404</u>	<u>2,238</u>	<u>269,619</u>	<u>272,926</u>
Pending Dec. 31, 1968	229	178	252	253	25,014	28,110
Referred during period	1,640	1,544	2,152	1,985	244,605	244,816
<u>Disposed of</u>						
Total	<u>1,640</u>	<u>1,493</u>	<u>2,149</u>	<u>1,986</u>	<u>246,552</u>	<u>247,912</u>
Settled by Officer						
Construction	73	51	127	91	5,265	1,216
Non-construction	612	666	706	789	60,954	79,383
Referred to Conciliation Boards	26	51	30	94	43,680	42,135
No Boards						
Construction	302	114	542	320	52,226	12,228
Non-construction	615	604	730	685	83,130	110,956
Lapsed - Construction	1	0	1	0	14	0
Non-construction	11	7	13	7	1,283	1,994
Mediator	0	0	0	0	0	0
<u>Pending Dec. 31, 1969</u>	<u>229</u>	<u>229</u>	<u>255</u>	<u>252</u>	<u>23,067</u>	<u>25,014</u>
<u>CONCILIATION BOARD STAGE</u>						
<u>In Process</u>						
Total	<u>32</u>	<u>66</u>	<u>37</u>	<u>123</u>	<u>44,389</u>	<u>45,111</u>
Pending Dec. 31, 1968	6	15	7	29	709	2,976
Referred during period	26	51	30	94	43,680	42,135
<u>Disposed of</u>						
Total	<u>28</u>	<u>60</u>	<u>33</u>	<u>116</u>	<u>34,158</u>	<u>44,402</u>
Settled prior to hearings	3	1	4	1	863	75
Settled during hearings	8	13	9	22	1,114	4,748
Board reported "no settlement"	17	46	20	93	32,181	39,579
Lapsed	0	0	0	0	0	0
<u>Pending Dec. 31, 1969</u>	<u>4</u>	<u>6</u>	<u>4</u>	<u>7</u>	<u>10,231</u>	<u>709</u>



The record time loss due to strikes and lockouts arose largely from a few long ones that involved very large numbers of workers. Those at the Steel Company of Canada, Algoma Steel Corporation, International Nickel Company, Falconbridge and in the construction industry in Toronto, Hamilton and Windsor, idled 74,850 workers and resulted in 4,762,490 man-days lost, 56 per cent and 82 per cent of the respective totals for the year. Table 4 highlights further the concentration of strike activity in three industries - mining, primary metals and construction. These industries accounted for more than 87 per cent of all man-days lost in the Province during 1969 because of industrial conflict.

TABLE 4  
STRIKES AND LOCKOUTS IN ONTARIO  
DURING 1969, BY INDUSTRY (P)

Industry	Strikes		Workers Involved		Man-Days	
	No.	%	No.	%	No.	%
Mining	12	5.1	22,580	16.8	1,807,641	31.0
Food and Beverages	20	8.4	3,141	2.3	60,335	1.0
Primary Metal	10	4.2	22,446	16.7	1,256,931	21.5
Metal Fabricating	17	7.2	2,463	1.8	75,942	1.3
Machinery	8	3.4	1,961	1.5	73,392	1.3
Transportation Equipment	24	10.1	12,174	9.1	145,943	2.5
Electrical Products	17	7.2	4,569	3.4	97,370	1.7
Construction	47	19.8	43,329	32.2	2,031,545	34.1
Utilities	9	3.8	10,577	7.9	79,194	11.4
Other Industries	73	30.8	11,133	8.3	210,399	3.6
Total:	237	100.0	134,373	100.0	5,838,692	100.0

(P) Preliminary Figures

The extent of the strike activity is less readily measured in the construction than in the non-construction industries. In the latter, there were 2,117 settlements covering 226,670 employees under legislation that permits a strike or lockout (that is, police, firemen and hospital employees are excluded). Of these settlements in industries other than construction, 163 or 8 per cent were reached after a work stoppage, and 80,320 employees or 35 per cent of the total were involved in them.

### Bargaining Climate

Despite restrictive fiscal and monetary policies and the record number of man-days lost due to strikes and lockouts, Ontario's Gross Provincial Product grew in real terms by an estimated 5.3 per cent in 1969 compared to 5.2 per cent during 1968. The high level of economic activity was sufficient to maintain generally tight labour markets as evidenced by an unemployment rate of 3.1 per cent during 1969 compared to 3.5 per cent in the preceding year.

This favourable economic performance was marred by two developments that contributed to the difficulty experienced in making new labour agreements. The first was an advance in productivity estimated at 1.3 per cent compared to 1.9 per cent a year earlier. This slow rate of productivity growth, coupled with rising costs, resulted in strong employer stands against the large wage and benefit demands of the unions.

The second development, probably the more significant in its impact on collective bargaining, was the continuing increase in prices of about 4 per cent for the fourth year in a row. Based on the comparison that follows, it would seem that despite several years of sustained economic growth, most workers were little better off by 1969 than they were four years earlier. As of January 1969, the average weekly wage in Ontario (including both blue and white-collar workers) was \$117.93 compared to \$92.46 in January 1965. However, in constant 1961 dollars, the after-tax (federal and provincial) pay of the average worker with three dependents increased by less than \$1.00 per week during that period. Part of the wage increase went to higher taxes and most of the rest was eroded by inflation. Paradoxically, higher taxes designed to ease inflationary pressure may have added to a feeling of workers that they had gained little. These circumstances appear to have contributed to worker determination in bargaining and to the level of union demands.

The outcomes of some recent negotiations were also significant factors in the bargaining climate. Important among these were the large wage increases, intended to achieve parity with rates of pay in the United States, won during 1968 in much of the Ontario transportation equipment industry. These settlements clearly influenced others made later that year and tended to establish goals for workers in major 1969 negotiations.

A second bargaining result that tended to raise expectations was large wage increases achieved in the construction industry, - notably those of 1969 itself. Beginning in June, a series of settlements covering major construction occupations resulted in widely publicized wage gains of up to almost 50 per cent during two-year contracts. These increases clearly had an influence on union demands elsewhere. Additional evidence of why the experience in construction influenced the bargaining situation appears in the following tabulation that compares building labour rates in Toronto and Hamilton with those found in eight major contracts in other industries in the area. Throughout the period, 1966 to 1970, the construction rates are substantially higher than the others and the differentials between the two continued to widen.

<u>Industry</u>	<u>Labour Rate at December 1</u>				
	<u>1966</u>	<u>1967</u>	<u>1968</u>	<u>1969</u>	<u>1970</u>
Meat Packing	2.375	2.575	2.725	2.975	3.175
Rubber	2.400	2.470	2.850	3.030	3.210
Steel	2.400	2.485	2.587	2.942	3.177
Can	2.570	2.570	2.770	2.870	2.970
Oil	2.500	2.660	2.810	3.030	3.270
Municipal	2.460	2.610	2.870	3.010	-
Construction					
- Toronto	2.750	2.950	3.200	3.700	4.050
- Hamilton	2.550	2.700	3.200	3.700	4.100



Another factor that both unions and management had to recognise at the bargaining table was the high level of membership militancy. In some major disputes this was expressed in worker willingness to endure long work stoppages and in some by rejection of not only substantial, but record, company offers. Both observers of the labour relations scene and the bargaining parties expressed concern that union members now regard rejection of proposals their representatives have agreed to as a normal part of the bargaining process. This situation creates greater uncertainty for both bargaining parties, as there is no assurance that a tentative agreement will be ratified.

Towards the middle of the year, the Prices and Incomes Commission took initiatives designed to counteract the effects of the influences described above. First, the Commission sought voluntary cooperation from both management and labour in the fight against inflation. A few months later, it was reported to have proposed a basic formula that would limit wage increases to 5 per cent and price increases to 2.5 per cent per year, except in defined circumstances. The Commission claimed that the alternative to wage and price restraint was high levels of unemployment that would result from increasingly restrictive fiscal and monetary policies. The unions rejected the concept of voluntary restraint on the grounds that it could not be made to work for all occupations and sectors of the economy, and because they could not sell it to their memberships. The proposals received a slightly more favourable reception from employers, however, they were reluctant to make definite commitments. Consequently, no direct impact of the Commission's work could be observed on the 1969 bargaining scene.

#### Construction - Bargaining

During 1969, extensive construction industry bargaining occurred in most Ontario centres except Sarnia, London, Kitchener, Sault Ste. Marie and Thunder Bay. Throughout these negotiations the strong position of the building trades unions enabled them to win consistently large wage increases ranging up to 49 per cent in two-year contracts. A detailed analysis of wage gains won in Toronto, Hamilton, Windsor and Ottawa is presented in Table 5. The increase data shown is the difference between the final rate established by contracts that expired in 1969 and the similar ones set in the new agreements.

TABLE 5

INCREASES IN CONSTRUCTION WAGE RATES UNDER  
1969 CONTRACTS, BY TRADE AND MAJOR CITY

Trade	Toronto		Hamilton		Windsor		Ottawa		Total	
	Cents	%	Cents	%	Cents	%	Cents	%	Cents	%
Asbestos Mechanic	1.30	31.0	1.30	31.0	1.30	31.0	-	-	1.30	31.0
Boilermaker	1.05	21.4	1.05	21.4	1.05	21.4	1.05	21.4	1.05	21.4
Bricklayer	1.35	31.0	-	-	1.71	35.8	1.30	32.1	1.45	33.0
Carpenter	1.75	41.2	2.00	47.1	1.25	28.4	1.20	31.6	1.55	37.1
Cement Finisher	1.40	35.9	1.35	35.5	1.18	27.1	1.30	37.1	1.31	33.9
Electrician	1.50	31.9	2.20	46.9	1.70	37.0	1.55	34.8	1.74	37.7
Glazier	1.65	43.4	-	-	1.20	33.1	-	-	1.43	38.3
Labourer	0.85	26.6	0.90	28.1	1.25	33.2	0.86	31.9	0.97	30.0
Lather	1.60	35.6	1.15	25.3	1.50	33.0	-	-	1.42	31.3
Operating Engineer	1.25	28.7	1.65	37.9	1.00	21.1	1.30	33.3	1.30	30.3
Painter (Brush)	1.70	49.3	-	-	1.30	31.9	0.90	29.0	1.30	36.7
Plasterer	1.60	38.1	1.73	41.2	1.17	25.0	-	-	1.50	34.8
Plumber	1.53	33.1	1.63	32.3	1.65	35.1	-	-	1.60	33.5
Rodman (Reinforc- ing)	-	-	1.09	30.1	0.89	22.1	1.45	45.2	1.14	32.5
Roofer	1.27	35.8	-	-	1.05	28.8	-	-	1.16	32.3
Sheet Metal Worker	1.67	38.2	-	-	1.37	28.7	1.20	27.6	1.41	31.5
Structural Steel Erector	0.75	15.9	0.75	16.1	0.40	8.4	0.81	18.0	0.68	14.6
All Trades	1.39	33.6	1.40	32.7	1.23	28.3	1.17	31.1	1.31	31.8

The wage increases for the 17 trades in the four cities averaged \$1.31 or 31.8 per cent over two years. However, there was considerable variation between the trades. Labourers and structural steel erectors won increases averaging less than \$1.00 per hour over two years, while carpenters, plumbers and electricians averaged more than \$1.50. There was also considerable variation within most trades. Electricians in Hamilton won \$2.20 compared to \$1.50 in Toronto. The large differences between wage gains seemed to be due, in part, to the timing of the settlements as wage increases won later in the year were relatively larger than those obtained earlier.

In addition to the basic wage increases, vacation pay was increased to eight per cent during the last year of most contracts, up from six per cent in the previous agreements. Employer welfare payments were also increased by five cents or more per hour in most cases.

Even before it began, it was known that 1969 construction bargaining would be critical. Evidence already given indicates that larger than average increases have been occurring in the industry. In the year under review, the strong position of the unions, arising largely from their bargaining structure and labour market power, was augmented by a high level of construction activity. To meet this situation, the employers attempted to develop a bargaining strategy that would give them greater strength than in past years.

For some time construction industry employers have attempted to develop a more effective bargaining structure through forming local associations and attempting to achieve coordinated bargaining with some of the trades. By 1969, the associations in Toronto, Hamilton and Windsor, felt strong enough to announce that a general lockout would take place if any one union went on strike. In addition, in Toronto, a policy was adopted of maintaining a lockout until all unions had signed new contracts. The object of this approach was to achieve moderate and hopefully peaceful settlements and to frustrate the use of 'whip-saw' techniques that the union bargaining structure permits.

Lockouts were imposed in Toronto on May 1 when the electricians struck, and in Hamilton on May 7 after the carpenters began a rotating strike. On May 29 the Windsor Construction Association locked out all trades that had not signed agreements. It was not until August in Toronto, November in Hamilton, and September in Windsor that all trades had agreed to new contracts. A total of



1,803,900 man-days were lost in these three cities. Although general lockouts did not occur, strikes seriously disrupted construction activity in most others as unions fought for and won increases comparable to those negotiated in the major centres. In total, 2,031,545 man-days were lost because of work stoppages in Ontario's construction industry during 1969.

The management plan did not work. The reasons why are complex. Important among them were the limited cohesiveness of the contractors, the availability of alternative employment, and the strong stand taken by the unions. These factors varied from one location to another, but from the beginning it was clear that the economic burden of most work stoppages was felt mainly by the employers. Early evidence of this appeared in Toronto when they abandoned the policy of maintaining the lockout until all unions had signed agreements. They did so because the unions refused to come to terms if their members could not return to work immediately. In addition, the Toronto Construction Association estimated that over 50 per cent of the employees involved in the dispute in Toronto were able to find alternative employment with contractors who were not members of the Association and even with some of its members who signed interim collective agreements. Somewhat similar situations developed in the other centres, notably in Hamilton and Windsor, with the result that neither the workers nor the unions felt an urgent need to settle. In some cities, rejections of employer offers attested further to this lack of urgency.

In response to several years of difficult bargaining, the Ontario Federation of Construction Associations has proposed a change in The Labour Relations Act which would provide for "accreditation" of employer organizations. "Accreditation is a procedure whereby exclusive bargaining rights can be granted to an employers' organization for a particular trade in a given sector of the construction industry within a defined geographic area . . . . This procedure would empower properly representative employers' organizations to act as the exclusive bargaining agent of the employers concerned. Individual employers governed by an accreditation order, would no longer be able to sign

separate or interim agreements with their unions....."<sup>3</sup> The eventual goal of the Federation is to develop province-wide coordination of construction bargaining, and to this end, most contracts negotiated during 1969 terminate on April 30, 1971.

Since the Ontario construction industry accounts for approximately 20 per cent of the Gross Provincial Product, the large wage increases achieved in 1969 will have a substantial impact on the entire economy. In particular, they will result in higher prices and other changes in the construction industry itself. Already, the increases appear to have been a factor in demands in other industries, and it seems highly improbable that they could have anything but a major impact on construction bargaining in 1970.

#### Non-Construction Bargaining

This section of the paper presents a general analysis of wage increases and fringe benefit changes resulting from 1969 bargaining in industries other than construction. In most negotiations wages were the dominant issue. The major wage settlements in the private and public or semi-public sectors will be discussed separately in conjunction with the process by which they were reached.

The unweighted average annual increase in base labour rates under 296 non-construction contracts, each covering 200 or more employees, settled in Ontario during 1969 was 21.3 cents or 9.5 per cent (see Table 6). These agreements cover a total of 178,098 workers or about 67 per cent of those involved in bargaining outside the construction industry.

These wage gains appear to be substantially greater than those in major contracts in similar industries negotiated in the previous year. For example, according to the Canada Department of Labour, the increase in the male base rate averaged 8.0 per cent annually under all contracts covering 500 or more employees negotiated in Canada during 1968.

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3. "A Submission to the Government of Ontario on Matters Pertaining to Construction Labour Relations", prepared by the Ontario Federation of Construction Associations, September 1969.

TABLE 6

UNWEIGHTED AVERAGE ANNUAL INCREASE IN LABOUR RATES  
UNDER 1969 CONTRACT SETTLEMENTS COVERING  
200 OR MORE EMPLOYEES, BY INDUSTRY

Industries	Average Annual Increase	
	Cents	%
All Industries	21.3	9.5
Manufacturing	20.3	9.0
Food and Beverage	23.1	9.7
Textiles and Knitting Mills	13.7	7.6
Wood	18.4	8.7
Paper and Allied	21.5	9.6
Primary Metal	23.7	10.1
Metal Fabricating	21.7	9.1
Machinery	17.7	7.7
Transportation Equipment	22.1	8.9
Electrical Products	18.1	9.1
Non-Metallic Mineral Products	21.8	9.1
Chemical and Chemical Products	23.3	8.7
Other Manufacturing Industries	20.2	9.5
Non-Manufacturing	22.6	10.0
Forestry	17.5	6.8
Mines, Quarries and Oil Wells	19.1	8.2
Transportation	34.5	13.0
Utilities	24.6	9.1
Education and Related Service	21.6	9.4
Health and Welfare Service	19.1	10.3
Public Administration	32.8	12.0
Other Non-Manufacturing Industries	19.4	11.1



The 1969 wage settlements varied considerably by industry. In transportation and public administration the increases in labour rates averaged 34.5 cents (13.0 per cent) and 32.8 cents (12.0 per cent) respectively, while in textiles and knitting mills, machinery and forestry they were considerably smaller, less than 18 cents or 8 per cent. Table 6 shows that the increases in most other industries were much closer to the all industry average.

Within the private sector, the highest wage settlements covering a large number of workers were those won in the mining and steel industries. Some 38,000 workers or nearly half the Ontario membership of the United Steelworkers of America were affected by contract renewals with the Steel Company of Canada at Hamilton, the Algoma Steel Corporation at Sault St. Marie and the International Nickel Company of Canada at Sudbury and Port Colborne. In addition, some 3,200 members of the Mine, Mill and Smelter Workers Union employed by Falconbridge Nickel Mines at Sudbury renegotiated their contract.

The wage settlements at Stelco and Algoma were identical - a general increase of 75 cents over 33 months and an increase in the job class increments of 1.5 cents. The annual increase in the labour rate was 10.6 and 10.8 per cent at Stelco and Algoma respectively. The wage settlements at Inco and Falconbridge were also identical but slightly higher than those in the steel mills - a general increase of 77.8 cents over 32 or 33 months and an increase in the job class increments of 1.7 cents. The labour rate increases provided are 11.2 and 10.9 per cent annually at Inco and Falconbridge respectively.

These large wage increases in the mining and steel industries were won after long strikes. The negotiations were the first to occur in 'heavy, 'high wage' industry since the auto and rubber settlements of 1968, and the first to take place in the context of strong anti-inflationary pressures from the federal government and the public. The union demands were for 74 cents over two years at Stelco and the "highest base rates in heavy industry in Canada" at Inco. Strong employer resistance resulted in work stoppages at all four companies between mid-July and mid-August. The strikes lasted for two and one-half to four months during which a total of 2,958,590 man-days were lost, 51 per cent of the total for the year.

In contrast to the mining and steel bargaining, all large contracts in two other industries where there is evidence of pattern setting were settled peacefully. However, the wage increases resulting were not as large. During the first quarter of the year contracts in the logging industry covering approximately 5,500 workers were renewed and provided general wage increase of 35 cents per hour over two years (annual increase in labour rate of 6.8 per cent) - identical to the pulp and paper settlements of 1968.

A nation-wide July settlement at Canada Packers, gave 2,250 employees in Toronto an increase of 45 cents per hour over two years (annual increase in labour rate of 8.25 per cent). Subsequent settlements in the meat processing industry covering another 2,500 workers at Swifts, Burns and Schneiders provided the same wage increase for a like period.

Within most other industries in the private sector there was little consistency in the wage settlements and the processes by which they were reached. The annual increase in labour rates varied from 5 to 10.4 per cent in textiles and knitting mills, from 4 to 13.7 per cent in metal fabricating, from 5.8 to 14.2 per cent in transportation equipment and from 6.4 to 13.1 per cent in electrical products. Similar varied results were observed in several other industries where less extensive bargaining occurred.

Most strike settlements provided average or above average wage increases. A few exceptions were settlements after strikes at Fleet Manufacturing in Fort Erie, Lily Cups in Toronto and Caldwell Linen Mills in Iroquois resulting in annual increases in the labour rate of only 6.5 to 8.0 per cent. Also, many of the larger wage increases resulted from peaceful settlements. For example, new contracts negotiated with Cluett Peabody in Kitchener, Sommerville Industries in London, the Council of Printing Industries in Toronto, National Steel Car in Hamilton and Consumers Glass in Toronto provided annual increases in the labour rate of 11.4, 12.6, 12.0, 11.1 and 10.9 per cent respectively without resorting to strikes.

One of the most significant bargaining developments of 1969 is indicated by the fact that wage increases in non-manufacturing industries were generally higher than those in manufacturing (see Table 6). Many of these high wage settlements of 1969 were won by employees in the semi-public and public

sector who do not have the right to strike. The increasing discontent of these workers over relatively low wage levels and their inability to achieve significant gains through the bargaining-arbitration procedures applicable to them was expressed in threats of illegal strikes and mass resignations to back up their bargaining demands.

Early in the year, the Service Employees International Union threatened a series of illegal strikes to protest a 6.5 per cent guideline on wage increases suggested by the Ontario Hospital Services Commission. Later reports indicating that hospitals could grant wage increases of up to 8.5 per cent, and more in special circumstances, eased the potentially disruptive dispute. Wage settlements in the hospital industry during 1969 provided annual increases in porter-cleaner rates ranging from 5 to 36 per cent and averaging 10.3 per cent. Most of the larger wage gains won during the year were the direct or indirect result of arbitration awards.

Policemen and firemen, who do not have the right to strike, also made exceptionally large wage gains. A July arbitration award that made reference to the construction settlements granted Toronto policemen a 15 per cent increase over one year. In September Toronto firemen accepted a 17 per cent one-year increase to achieve near-parity with police rates. The 1969 annual salary for a first-class policeman and firefighter rose to \$9,112 and \$9,009 respectively. Policemen and firemen in several other communities obtained even higher increases. For example, Windsor police won 18.5 per cent, and Oakville firefighters 23 per cent in one-year contracts.

The large wage increases in many police and firefighter's contracts were substantially higher than those in the major settlements in mining and steel and were largely responsible for the average wage increase in public administration being second highest among all industries.

During 1969, Police Associations successfully protested the use of County Court judges as arbitration chairmen in their negotiations. These judges are often members of police commissions in other communities and for that reason were considered to be disqualified as arbitrators. Also, there has been general dissatisfaction with the pace of past negotiations and delays in implementing awards. These were factors behind the Toronto policemen's threat

to work to rule if the 1969 negotiations bogged down. Perhaps efforts to correct these causes of complaint and the large wage increases granted were due in part to a realisation by arbitration boards and commissions that they were contributing to a reported decline in morale and recruiting problems.

Dissatisfaction among professionals in the education services industry was evident during 1969. School teachers in Windsor and Hamilton submitted mass resignations to back bargaining demands. However, in both instances, agreement was reached before the resignations became effective. The Ontario Confederation of University Faculty Associations (OCUFA) representing about 6,000 teachers at 15 universities, warned of work stoppages if the Provincial Government's Committee on University Affairs did not agree to an 18 per cent salary increase and recognise the right of the Association to be heard on such matters. The increasing militancy of teachers is a response to the relatively small wage increases they have been able to achieve in relation to those gained by other groups. The mediator who handled the 1969 Metro Toronto high school salary dispute suggested that unless teachers' salaries increase substantially, dissatisfaction may soon result in the first teachers strike in Ontario.

A most significant development in bargaining strategy occurred in the utilities industry during 1969 where the largest contract was settled without any noticeable inconvenience to the public even though a five-week strike took place. On February 3, 8,900 members of The Canadian Union of Public Employees (CUPE), Local 1,000, began a rotating strike against Ontario Hydro. It was the first such strike in Ontario, although CUPE had used similar tactics against Hydro Quebec in 1967. The purpose was to exert a maximum of pressure on management while at the same time causing no disruption of service and thereby avoiding the possibility of government intervention in the dispute. The number of workers striking on any one day varied from 100 to nearly 6,000. However, Ontario Hydro was able to maintain service throughout the Province with the use of supervisory personnel and by purchasing additional power from utilities in Quebec and the United States. The strike ended on March 10, when agreement was reached providing a general wage increase of 15.5 per cent over two years.



The rotating strike, threats of illegal strikes, and mass resignations by various groups of employees in the public and semi-public sectors were unquestionably major factors in the large wage increases won. At the same time, the increased willingness of public service employees to take direct action to improve their wages and working conditions is a reflection of their determination to increase their bargaining power.

Table 7 shows the frequency of major changes to five fringe benefits resulting from 1969 Ontario settlements covering 200 or more employees. These contracts affect 178,098 workers, or about 67 per cent of those involved in non-construction bargaining. The data indicate a continuing emphasis on the shorter work year, as additional holidays and improved vacation provisions were found in approximately the same proportions as in the 1968 data. However, life insurance, weekly indemnity and bereavement leave changes were less frequent than in the preceding year.

TABLE 7

FREQUENCY OF FRINGE BENEFIT CHANGES IN 296  
COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO  
DURING 1969 COVERING 200 OR MORE EMPLOYEES

Fringe Benefits	Agreements			Employees		
	No.	Percentage		No.	Percentage	
Holidays	169	51.7	(57.8)*	102,645	57.6	(61.2)*
Vacations	216	73.0	(73.8)	118,906	66.8	(59.9)
Life Insurance Benefits	69	23.3	(28.9)	35,434	19.9	(48.8)
Weekly Indemnity Benefits	110	37.2	(43.9)	81,274	45.6	(60.2)
Bereavement Leave	76	25.7	(30.1)	36,601	20.6	(48.5)
Total Studied	296			178,098		

\* Comparable data for 1968 based on a study of 412 agreements covering 202,000 employees or 55 per cent of those affected by non-construction settlements made during 1969.

The following paragraphs describe the changes made to holiday, vacation, life insurance and weekly indemnity provisions and the benefit levels they provide in the last year of the contracts in which each of these changes occurred.

#### Statutory Holidays

The number of holidays granted was increased in 169 of the 296 settlements. The most usual change was the addition of one paid holiday, which occurred in 147 settlements. Of the remaining 22, fifteen settlements added more than one holiday and seven less than one.

The tabulation below shows the number of statutory holidays that will be granted due to changes agreed to in the 1969 bargaining. About half of the agreements, covering 67 per cent of the employees enjoying increased holiday benefits, specify nine per year. The other major concentration of both agreements and employees affected is at ten paid holidays where the proportions are 28 and 17 per cent respectively. Further evidence of the extensive use of paid holidays for reducing the work year is the fact that more than 16 per cent of the settlements increased the number of paid holidays to 11 or more compared to only three per cent that raised the number to eight, the widely accepted standard of only a few years ago.

<u>Holidays</u>	<u>Agreements</u>		<u>Employees</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
8	5	3.0	4,250	4.1
9	83	49.1	68,433	66.8
9-1/2	5	3.0	1,430	1.4
10	48	28.4	17,133	16.7
11	20	11.8	8,654	8.4
11-1/2 or more	8	4.7	2,715	2.6
Total	169	100.0	102,645	100.0

## Vacations

Vacation provisions were changed by 216 (73 per cent) of the 296 settlements analysed. The most frequent changes were in the service requirements laid down to earn a given period of vacation. However, a substantial number of agreements established four and five-week vacations for the first time. Both these changes and the levels of service requirements that will exist at the end of the new contracts are described below.

Table 8 shows the reductions in service requirements for earning three, four and five-week vacations brought about by the 1969 settlements, and the numbers of contracts that provided such periods of vacation for the first time. By far the greater proportion of the settlements changing three and four-week vacation provisions lowered the service requirements, 95 and 79 per cent respectively. Most of these reductions were in the range of one to three years, but a five-year drop in service requirements also occurred frequently and was the dominant one in clauses already providing five weeks of vacation.

TABLE 8

REDUCTION IN SERVICE REQUIREMENTS FOR OR INTRODUCTION  
OF THREE, FOUR AND FIVE-WEEK VACATION PROVISIONS  
RESULTING FROM 1969 NON-CONSTRUCTION SETTLEMENTS  
COVERING 200 OR MORE EMPLOYEES

Reduction in Service Requirement Years	Vacation Period					
	3-Week		4-Week		5-Week	
	Agrts.	%	Agrts.	%	Agrts.	%
1	41	25.6	8	5.3	1	1.7
2	59	36.9	42	28.1	1	1.7
3	19	11.9	15	10.0	2	3.4
4	6	3.8	8	5.3	-	-
5	25	15.6	37	24.7	10	16.9
6	1	0.6	2	1.3	-	-
7	-	-	1	0.7	-	-
10	1	0.6	5	3.3	3	5.1
	152	95.0	118	78.7	17	28.8
New Provisions	8	5.0	32	21.3	42	71.2
	160	100.0	150	100.0	59	100.0

Perhaps the most striking change shown in Table 8 was the inclusion of a new five-week vacation provision in 42 contracts. This suggests a rapid increase in the prevalence of such longer vacation benefits. These changes represent more than two-thirds of all those pertaining to five-week vacations while a reduction in service requirements was the common change associated with three and four-week vacations. However, a large number of settlements also established four-week vacations for the first time, but they comprise a relatively small proportion of the total number of changes relating to such clauses.

Table 9 shows the years of service required to earn three, four, five and six-week vacations that resulted from 1969 bargaining. The prevalence of any one service requirement differs somewhat depending on whether or not it is assessed in numbers of contracts or employees. However, just slightly less than two-thirds of the contracts provide for and slightly more than two-thirds of the employees receive a three-week vacation after five, seven or eight years of service. Similarly, major concentrations of both contracts and employees appear at 15, 18 and 20-year service periods required to earn a four-week vacation. For five weeks, the most prevalent periods of service are 20, 25 and 30 years with more than two-thirds of both the contracts granting and employees receiving such a vacation concentrated at the 25-years of service level.

#### Life Insurance Benefits

The basic life insurance benefit was changed in 69 (23 per cent) of the 296 settlements analysed (see Table 7). The benefit was increased by \$1,000 in 22 (32 per cent) and by \$2,000 in 14 (20 per cent) of the 69 agreements. Another 22 (32 per cent) each provided varying increases as the benefits were scaled according to an employee's wage level.

The tabulation below shows the new levels of life insurance benefits in the 69 agreements analysed.



TABLE 9

YEARS OF SERVICE REQUIRED TO EARN THREE, FOUR,  
FIVE AND SIX-WEEK VACATIONS, RESULTING FROM  
1969 NON-CONSTRUCTION SETTLEMENTS COVERING  
200 OR MORE EMPLOYEES

Length of Vacation	Years of Service	Agreements		Employees	
		No.	%	No.	%
3 Weeks	1	5	3.1	7,775	7.6
	2	1	0.6	3,475	3.4
	3	2	1.3	577	0.6
	4	3	1.9	1,936	1.9
	5	34	21.3	40,204	39.5
	6	7	4.4	5,763	5.7
	7	22	13.8	9,184	9.0
	8	50	31.2	20,540	20.2
	9	9	5.6	3,325	3.3
	10	21	13.1	6,154	6.0
	12	4	2.5	1,144	1.1
	13	2	1.3	1,750	1.7
		<hr/>	<hr/>	<hr/>	<hr/>
		160	100.0	101,827	100.0
4 Weeks	5	2	1.3	810	0.9
	10	8	5.3	9,907	11.1
	15	34	22.7	37,139	41.8
	16	9	6.0	3,974	4.5
	17	16	10.7	5,551	6.2
	18	38	25.4	15,750	17.7
	19	3	2.0	766	0.9
	20	32	21.3	12,671	14.3
	22	2	1.3	554	0.5
	25	6	4.0	1,757	2.0
		<hr/>	<hr/>	<hr/>	<hr/>
		150	100.0	88,879	100.0
5 Weeks	20	6	10.2	9,032	16.6
	22	2	3.4	675	1.2
	24	1	1.7	1,600	2.9
	25	39	66.0	37,663	69.3
	26	1	1.7	1,200	2.2
	27	2	3.4	581	1.1
	30	6	10.2	1,930	3.5
	35	2	3.4	1,750	3.2
		<hr/>	<hr/>	<hr/>	<hr/>
		59	100.0	54,431	100.0
6 Weeks	30	4	100.0	8,015	100.0

<u>Insurance Benefit</u>	<u>Agreements</u>		<u>Employees</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
\$ 3,000 or less	5	7.2	1,915	5.4
\$ 4,000	5	7.2	1,398	3.9
\$ 5,000	17	24.6	5,277	14.9
\$ 5,500	1	1.4	485	1.4
\$ 6,000	8	11.6	2,197	6.2
\$ 6,500	2	2.9	950	2.7
\$ 7,000	4	5.8	12,325	34.8
\$ 7,500	2	2.9	637	1.8
\$ 8,000 or more	3	4.3	650	1.8
Scaled to wage levels	22	32.1	9,600	27.1
	69	100.0	35,434	100.0

Some 32 per cent of the 69 contracts covering 27 per cent of the 35,434 employees provide life insurance benefits that vary according to the wage level of the worker. A \$5,000 benefit is provided under 25 per cent of the agreements, but they affect only 15 per cent of the employees. While only 4 (6 per cent) of the settlements grant \$7,000 nearly 35 per cent of the workers receive that amount.

#### Weekly Indemnity Benefits

The weekly indemnity benefit was changed in 110 (37 per cent) of the settlements analysed (see Table 7). The benefit was increased by \$ 5 in 15 (14 per cent), by \$10 in 29 (26 per cent) and by \$20 in 16 (15 per cent) of the 110 settlements. Another 23 (21 per cent) each provided varying increases as the benefits were scaled according to an employee's wage level.

The following tabulation shows the new levels of weekly indemnity benefits in the 110 contracts analysed.

<u>Weekly Benefit</u>	<u>Agreements</u>		<u>Employees</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
\$ 50 or less	11	10.0	3,707	4.6
\$ 55	9	8.2	2,518	3.1
\$ 60	19	17.3	5,876	7.2
\$ 65	15	13.6	6,228	7.7
\$ 70	9	8.2	4,495	5.5
\$ 75	11	10.0	7,480	9.2
\$ 77	6	5.5	12,868	15.8
\$ 80 or more	7	6.4	28,190	34.7
Scaled to wage levels	23	20.8	9,912	12.2
	110	100.0	81,274	100.0

Nearly 21 per cent of the 110 contracts provide for and 12 per cent of the 81,274 employees receive weekly benefits that vary according to wage levels. A fixed amount of \$60 per week for all employees is provided in 17 per cent of the contracts but they cover only 7 per cent of the employees. Although only 13 agreements grant \$77 or \$80 per week, 50 per cent of the employees are covered by them.

The foregoing review has attempted to provide an insight into the major collective bargaining developments in Ontario during 1969 and relate them to the context in which they occurred. Several bargaining innovations, the large wage increases won, and the record number of man-days lost in work stoppages reflect the determined and sometimes imaginative approaches of both unions and management. Such developments as the rotating strike at Ontario Hydro and the construction lockouts in Toronto, Hamilton and Windsor are likely to have an impact on future bargaining practices. The major wage and benefit gains made will influence bargaining positions and settlements in 1970 and beyond. However, perhaps the most important developments occurred in the public sector where major gains were made by the employees and there was evidence of greater acceptance of the bargaining process.









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**COLLECTIVE BARGAINING IN ONTARIO**  
**1970**



**Research Branch**  
**Ontario Department of Labour**





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COLLECTIVE BARGAINING IN ONTARIO

1970

by

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and

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Research Branch

Ontario Department of Labour

March 1971

Hon. Gordon Carton, Q.C.,  
Minister

Mr. T. M. Eberlee,  
Deputy Minister



## COLLECTIVE BARGAINING IN ONTARIO - 1970<sup>1</sup>

The Ontario bargaining scene during 1970 was dominated by the economic climate that reflected both past inflationary trends and a slowdown in the economy. In this environment, extensive negotiations occurred. Although it was an off-year for construction bargaining, elsewhere a record 2,935 new agreements were recorded by the Department. These agreements affected a third of a million workers. The settlements reached continued at the high levels of the previous year, but there was a marked decline in strike activity, particularly in man-days lost. This report sets out the highlights of this extensive bargaining activity.

### Bargaining Climate

Negotiations occurred in an economic climate of restraint. Although it was clear that fiscal and monetary policies were shifting in the direction of expansion during the year, the impact of prior decisions was reflected in a continued softening in the economy. This trend was evident in a number of indicators, two of the most important being profits and employment (see Table 1). In sharp contrast to an increase of 5.5 per cent in 1969, corporate profits actually fell by an estimated 3.5 per cent. Parallel to this movement, there was a marked loosening of labour markets. The Ontario unemployment rate, on a seasonally-adjusted basis, climbed from 3.5 per cent in the first quarter to 4.9 per cent in the last quarter. Although the restrictive federal fiscal and monetary policies appeared successful in abating the price inflation of the previous four years, many began to question the costs associated with this policy.

The downturn in economic activity was reflected less dramatically in a number of other trends. Total demand was particularly hard hit by the anti-inflationary policies. Ontario's Gross Provincial Product grew, in real terms, by only an estimated 3.2 per cent compared to 5.0 per cent during 1969. The total value of retail sales was estimated to have increased by only 2.4 per cent over 1969. When the effect of price increases are taken into account, it appears that the ~~retail~~ volume of retail trade actually declined. Similarly, investment during 1970 was down due to declining consumer demand, tight money and reduced cash flows. One area of strength was exports. Despite the unpegging of the Canadian dollar in May, and its subsequent appreciation, foreign demand for Canadian products, particularly from Western Europe and Japan, remained buoyant. Nevertheless, there were some

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1. This review does not describe bargaining activity situated in Ontario that is under the exclusive jurisdiction of the Government of Canada.

TABLE 1  
THE ONTARIO ECONOMY 1968-1970

Indicator	Year			Per Cent Change <sup>1</sup>		
	1968	1969	1970	68/67	69/68	70/69
Gross Provincial Product (\$ billion)	29.5	32.4	34.7	8.8	10.2	6.9
GPP (constant 1961 \$ billion)	24.0	25.2	26.0	4.6	5.0	3.2
Implicit Price Index (1961=100)	123.1	128.4	133.0	4.0	4.3	3.6
Labour Force (000's)	2,934	3,032	3,130	3.5	3.3	3.2
Employment (000's)	2,830	2,937	2,996	3.1	3.8	2.0
Unemployment (% of labour force)	3.5	3.1	4.3	-	-	-
Productivity	-	-	-	1.5	1.4	1.1
Corporate Profits	-	-	-	9.8	5.5	-3.5
Private and Public Invest- ment (\$ billion)	5.5	6.2	6.2	4.9	12.9	-1.0
Retail Sales (\$ billion)	9.8	10.6	10.8	9.7	7.7	2.4

1. Calculations based on unrounded figures.



reports that this development had considerable negative impact on a number of individual markets and indirectly in negotiations.

The traditional view is that an economic slowdown, such as occurred during 1970, should have a dampening effect on the size of settlements. Employers confronted with reduced profits, declining demand and large inventories become more willing to endure a work stoppage. On the other hand, union members, in the face of high unemployment, become more reluctant to go on strike, as obtaining alternate short-term or permanent employment becomes more difficult. What is surprising is that these forces did not have their expected effects on the size of settlements during 1970. As will be described later on, unions were generally able to obtain wage and fringe benefit increases equal to or surpassing those negotiated in 1969.

One explanation for the settlements continuing at high levels is that factors contributing towards large union demands and membership militancy in recent years were still present throughout most of 1970. A case in point is prices; over the prior four years prices had been rising at an average annual rate of 4.0 per cent or more. In 1970, although the rate of price inflation decreased to 3.3 per cent from 4.5 per cent in 1969, it was not until mid-year that a definite downward trend was evident. Moreover, it was not until August that the twelve-month price increase dropped below 3.0 per cent. Consequently, throughout most of the year, union demands were formulated with expectations of a continuing high rate of inflation and to compensate for the erosion of wage increases won in the past.

Another factor is that, despite current economic developments, demands are often made in light of settlements won in the recent past by other unions. The result is that the pattern of settlements has some tendency to lag behind cyclical peaks and troughs. For example, there are reports that the high settlements in recent years in the construction and auto industries were frequently mentioned when demands were being made. In recent years, the differentials between auto and construction industry wage rates and those in other industries have increased. This development is outlined in Table 2 which compares building labour rates in Toronto and Hamilton with labour rates in fourteen major contracts in other industries in the area. The auto-other industries differential has doubled since December 1966, while the construction-other industries differential has tripled since December 1967. To some extent, the 1970 bargaining demands in a number of industries may have reflected an attempt to regain lost ground.

The negotiating climate was also affected by efforts of the Prices and Incomes Commission to force restraint at the bargaining table. In February, the Commission was able to get an

TABLE 2

MALE LABOUR WAGE RATES IN MAJOR UNION CONTRACTS IN THE TORONTO-HAMILTON AREA  
BY INDUSTRY, DECEMBER 1, 1965-70<sup>1</sup>

Industry	Male Labour Wage Rates					
	1965	1966	1967	1968	1969	1970
	\$	\$	\$	\$	\$	\$
Meat Packing	2.125	2.375	2.575	2.725	2.975	3.175
Rubber	2.330	2.400	2.470	2.850	3.030	3.210
Paper	2.180	2.380	2.480	2.660	2.830	3.120
Steel	2.267	2.400	2.485	2.587	2.942	3.177
Can	2.500	2.570	2.570	2.770	2.870	2.970
Machinery	2.280	2.440	2.600	2.850	3.060	3.270
Electrical	2.125	2.185	2.350	2.510	2.700	2.950
Oil	2.250	2.500	2.660	2.810	3.030	3.270
Transportation	2.200	2.350	2.640	2.970	3.120	3.430
Utilities	2.220	2.330	2.630	2.830	3.140	3.450
Trade	2.125	2.250	2.350	2.588	2.800	3.175
Education	2.250	2.420	2.570	2.800	3.000	3.300
Municipal	2.260	2.460	2.610	2.870	3.010	3.310
Average	2.240	2.389	2.538	2.755	2.962	3.216
Auto	2.610	2.780	3.080	3.215	3.590	4.010
Construction						
- Toronto	2.600	2.750	2.950	3.200	3.700	4.050
- Hamilton	2.350	2.550	2.700	3.200	3.700	4.100
Average	2.475	2.650	2.825	3.200	3.700	4.075

1. Rates include cost-of-living payments.

eleven month commitment from representatives of various employer groups that future price increases would be clearly less than the amount needed to cover increases in costs at a normal volume of sales and output. But, no agreement could be reached with labour for limiting wage and salary increases. Despite this, in June, the Commission announced a 6.0 per cent wage guideline, against which individual settlements would be evaluated. Throughout the remainder of the year, the Commission was bitterly denounced by various labour leaders. The main union contentions were that such a programme could not be made to work equitably for all groups in the economy or sold to the rank and file membership.

It is hard to say what effect the guidelines had on negotiations. Some union negotiators reported that they had frustrated bargaining and made management tougher, but that with a little effort the barrier collapsed. Others saw them operating in a perverse way with 6.0 per cent becoming a floor rather than a ceiling. In any case, all agreed that it was difficult to detect any effect in terms of a reduction in the size of settlements. A serious setback for this experiment appeared to have occurred when an auto company representative announced in a pre-bargaining statement that it was unreasonable to expect his industry to toe the guideline. The issue was formally laid to rest in December when the Commission announced it was abandoning its voluntary guidelines on wage and price increases as of December 31, because it failed to get the support of business for an extension.

### Intensity of Bargaining

The combined factors of continuing high expectations, an economic slowdown and only partially accepted guidelines seemed destined to produce intense negotiations. Judging from the records on conciliation, this was the case (see Table 3)<sup>2</sup>. Although contract settlements rose during 1970 by 6.0 per cent, conciliation activity, as measured by cases disposed of by officers, rose by 19 per cent. Quite clearly, the parties had considerable difficulty in settling in the early non-crisis stages of negotiations. The conciliation officers also found it slightly more difficult to get settlements in the cases they handled. Officers settled 768, or 39 per cent of the 1,951 disputes they disposed of during 1970 compared to 42 per cent in 1969 and 48 per cent in both 1967 and 1968.

These statistics on conciliation do not tell the whole story, particularly in the light of major changes that occurred in the Department's policy toward handling the more difficult disputes. First, conciliation boards have almost disappeared. In 1970, boards were established in only five of the 1,183 disputes not

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2. A detailed analysis of the volume of conciliation activity of the Ontario Department of Labour during 1968, 1969 and 1970 is presented in Table A-1 of Appendix A.

TABLE 3

DISPOSITION OF DISPUTES HANDLED BY CONCILIATION OFFICERS  
OF THE ONTARIO DEPARTMENT OF LABOUR, 1968-70

Disposition	Disputes					
	1970		1969		1968	
	No.	%	No.	%	No.	%
TOTAL	1,951	100	1,643	100	1,493	100
Settled by Officer	768	39	687	42	717	48
Referred to Concili- ation Boards	5	*	26	2	51	3
No Boards	1,147	59	918	56	718	48
Lapsed	30	2	12	1	7	*
Terminated <sup>2</sup>	1	*	-	-	-	-

1. Percentages may not total 100 because of rounding.
2. Due to appointment of mediator under Section 14 of the Labour Relations Act.

\* Less than .5 per cent.



settled by officers. This compared with twenty-six boards in 1969, fifty-one in 1968 and eighty-one in 1967. This decline in the use of conciliation boards was accompanied by expanded efforts of the conciliation officers to continue working with the parties after the official conciliation intervention had been completed. In February 1970, this type of voluntary post-conciliation activity was formally recognized by the appointment of a group of full-time mediators.

In their first year of operation, the mediators have run up quite an impressive record. In total, they provided assistance in 223 disputes involving 294 employers and 68,000 employees. They were requested to enter 152 disputes in the face of an impending work stoppage. Of these, ninety-nine (65 per cent) were settled at mediation meetings before the strike deadline. The mediators continued to provide assistance in twenty-nine of the forty-one cases in which a work stoppage occurred<sup>3</sup>. They also entered an additional seventy-one disputes after a work stoppage had developed. Of the total of 100 cases where work stoppages were involved, ninety-one were settled during mediation meetings. Although it may be difficult to repeat this performance in 1971, it is apparent that this innovation in government intervention has had a successful start.

One of the surprising developments of the year was the reduction in strikes. Despite the unfavourable economic climate and the difficulty of negotiations, fewer contract disputes reached the work stoppage stage than in 1969<sup>4</sup>. The following tabulation shows that during 1970, 180 strikes and lockouts occurred in Ontario compared to 189 in the previous year. These stoppages involved 62,600 workers and resulted in 2,541,280 man-days lost, only half of the record number lost in 1969. This remarkable decline in the number of man-days lost is due primarily to fewer workers being involved per work stoppage (347 compared to 579 in 1969), and the stoppages being of shorter duration (forty-one man-days lost per employee compared to forty-eight in the previous year).

A predominant characteristic of the strike statistics was the relative calm, during 1970, in the non-manufacturing sector. There were no protracted work stoppages affecting large

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3. Of the other twelve disputes, six lapsed or are pending and six were settled by the parties themselves.
  4. The discussion of work stoppages in this section will focus on only those associated with negotiations for first or renewal agreements or union recognition. Table A-2 in Appendix A presents a detailed breakdown by industry of such work stoppages that occurred in 1968, 1969 and 1970. Table A-3 shows the total number of work stoppages (including those that occurred during the term of an agreement) for the same three-year period.

	<u>Strikes and Lockouts</u>		<u>Workers Involved</u>		<u>Man-Days Lost</u>	
	<u>1970</u>	<u>1969</u>	<u>1970</u>	<u>1969</u>	<u>1970</u>	<u>1969</u>
All Industries	180	189	62,600	109,406	2,541,280	5,272,520
Manufacturing	110	114	49,287	43,715	2,337,019	2,172,420
Non-Manufacturing	70	75	13,313	65,691	204,261	3,100,100

numbers of employees in this sector. Consequently, only 8.0 per cent of the man-days lost occurred in non-manufacturing industries. This is in sharp contrast with a comparable ratio of 59 per cent in 1969, when large strikes and lockouts took place in the mining and construction industries.

As has been the case in recent years, the vast majority of man-days lost were in relatively few strikes or lockouts. The General Motors strike alone accounted for 1,621,500 man-days lost or 64 per cent of the total for the year. Strikes in food and beverages, transportation equipment, electrical products, miscellaneous manufacturing and construction accounted for 89 per cent of all man-days lost.

The record on strikes is placed in a more meaningful perspective when viewed in relation to the amount of bargaining activity that occurred in various industries. The following tabulation shows non-construction agreements concluded after a work stoppage in 1968, 1969 and 1970 as a proportion of total settlements under legislation permitting a work stoppage<sup>5</sup>.

	<u>Agreements</u>			<u>Employees Covered</u>		
	<u>1970</u>	<u>1969</u>	<u>1968</u>	<u>1970</u>	<u>1969</u>	<u>1968</u>
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
All Industries	5.9	6.2	7.6	17.8	30.2	34.6
Manufacturing	7.6	8.5	10.1	24.5	29.3	43.6
Non-Manufacturing	3.8	3.4	3.6	4.4	31.6	8.3

The vast majority of collective agreements in Ontario are negotiated without resorting to a work stoppage. In 1970, less than 6.0 per

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5. A more detailed breakdown by industry is presented in Table A-4 of Appendix A. The data in this table slightly overestimates the proportion of strike settlements by an unknown amount as all contract settlements made in Ontario have not yet been identified, especially for the year 1970. See footnote 6.

cent of the 2,613 contract settlements (covering employees who have the right to strike) were reached after a strike or lockout. However, nearly 18 per cent of the employees affected by the 2,613 settlements were involved in a work stoppage indicating that stoppages are more frequent in larger bargaining units.

The proportion of settlements resulting from work stoppages was substantially higher in the manufacturing than in the non-manufacturing sector: 7.6 and 3.8 per cent respectively. Bargaining proved most difficult in the rubber, leather, furniture and fixture, transportation equipment and electrical products industries. In these industries, more than 15 per cent of the settlements were concluded after a strike and/or more than 35 per cent of the employees affected by settlements were involved in strikes. Although strike activity is more frequent in manufacturing, this sector has experienced a decline in the incidence of work stoppages over the last two years. In 1970, only 7.6 per cent of the settlements were reached after a work stoppage compared to 8.5 and 10.1 per cent in 1969 and 1968 respectively. This relative decline in work stoppages in the manufacturing sector is even more pronounced when measured in terms of employees.

#### Extent of Bargaining

Where was the bargaining action during 1970? Basic information on this is presented in Table 4 which shows non-construction contract settlements and employees covered<sup>6</sup>. Outside

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6. A detailed breakdown by industry of the number of non-construction settlements and employees affected during 1968, 1969 and 1970 is presented in Table A-5 of Appendix A. The number of contract settlements and employees covered by them are compiled by the Research Branch of the Ontario Department of Labour based on conciliation and mediation records, press reports, settlement reporting agencies, and direct contacts with employers and unions. These sources in combination identify the vast majority, but not all, contract settlements made in Ontario. Consequently, the data on the number of settlements used in this report can only be considered as estimates slightly understating the true number of settlements by an unknown amount.

The 2,935 non-construction settlements recorded for 1970 does not correspond with the Department's estimate of 3,260 such bargaining situations that were active during the year. The difference between the two estimates arises because settlements in some small bargaining units escape immediate identification, some active situations were not settled before the year ended, and some bargaining relationships were discontinued.



construction, a record level of 2,935 settlements affecting approximately 334,000 employees were recorded. In terms of employees affected, the 1970 bargaining was concentrated in food and beverages, paper and allied products, transportation equipment, electrical products, trade, health and welfare services and public administration. In each of these industries, 20,000 or more workers were covered by new collective agreements.

Negotiations in a number of industries assumed importance because a large proportion of the organized workers in them had their contracts up for re-negotiation (see Table 4). This was the case in tobacco products, paper and allied products, transportation equipment, electrical products, chemical and chemical products, utilities, trade, public administration and parts of the service industry. In each of these, it is estimated that 65 per cent or more of the organized employees were affected by new settlements in 1970<sup>7</sup>.

The vast majority of non-construction settlements negotiated during 1970 involved small bargaining units (see Table 5). Almost 90 per cent of the settlements affected less than 200 workers. Although numerically important, these settlements accounted for less than a third of the workers who bargained during the year. This pattern has remained basically constant over the last three years and reflects the size distribution of all contracts in force in Ontario<sup>8</sup>.

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7. For the first time in Ontario, an extensive statistical record is becoming available on bargaining activity in individual industries. A detailed breakdown by industry of the proportion of total contracts in force estimated to have been negotiated during 1968, 1969 and 1970 is presented in Table A-6. From this table it is clear bargaining activity in certain industries tends to peak in a given year. These peaks tend to confirm the common notion that, at least in some industries, well-defined bargaining cycles do occur. Prime examples of this are transportation equipment and paper and allied products. In other industries, the amount of bargaining appears constant from year to year. Food and beverages is a case in point. In still others, an apparent hybrid pattern exists with the number of contracts remaining constant year to year but employee coverage varying considerably and vice versa. However, definite statements about bargaining cycles are still difficult to make, as the record is far from complete. Information is available for only three years and rather broad industry categories have been used. Hopefully, in the not too distant future, an extensive analysis will be possible.

8. See Table A-8 in Appendix A.



TABLE 4

NON-CONSTRUCTION COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO DURING 1970  
AS A PROPORTION OF TOTAL AGREEMENTS IN FORCE AS OF DECEMBER 1970 BY  
INDUSTRY

Industry	Agreements		Employees Covered	
	Number	Proportion of total in force <sup>1</sup> %	Number	Proportion of total under agree- ments in force <sup>1</sup> %
All Industries	2,935	54	333,650	51
Manufacturing	1,454	49	201,050	48
Food and Beverage	214	49	19,710	55
Tobacco Products	12	80	1,770	84
Rubber	12	25	1,750	16
Leather	19	36	2,120	34
Textile	43	48	9,420	55
Knitting Mills	7	33	610	28
Clothing	15	21	2,670	21
Wood	50	53	3,130	46
Furniture and Fixture	55	61	4,300	59
Paper and Allied	129	72	24,390	81
Printing, Publishing and Allied	141	50	7,470	49
Primary Metal	60	51	11,880	30
Metal Fabricating	194	47	15,640	42
Machinery	72	44	7,700	33
Transportation Equipment	62	76	31,300	70
Electrical Products	94	48	32,010	69
Non-Metallic Mineral Products	120	55	6,980	46
Petroleum and Coal Products	7	44	1,190	54
Chemical and Chemical Products	77	52	8,760	65
Miscellaneous Manufacturing	71	52	8,250	59
Non-Manufacturing	1,481	60	132,600	56
Forestry	10	20	520	7
Mines, Quarries and Oil Wells	46	57	6,010	19
Transportation, Storage and Communication	140	72	9,670	51
Electric Power, Gas and Water Utilities	70	45	13,980	72
Trade	293	55	31,830	74
Finance, Insurance and Real Estate	36	55	550	56
Education and Related Services	107	68	13,320	71
Health and Welfare Services	191	59	20,310	54
Motion Picture and Recreational Services	92	90	1,060	54
Services to Business Management	17	89	870	91
Personal Services	95	42	3,620	30
Miscellaneous Services	111	59	2,020	67
Public Administration	273	72	28,840	72

1. Data on total non-construction agreements and employees covered by them in force in Ontario as of December 1970 is presented in Table A-7 of Appendix A.

TABLE 5

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO IN INDUSTRIES OTHER THAN  
CONSTRUCTION BY SIZE OF BARGAINING UNIT, 1968-70<sup>1</sup>

Bargaining Unit Size	Agreements						Employees Covered (000's)					
	1970		1969		1968		1970		1969		1968	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 - 49	1,812	62	1,752	63	1,719	60	29	9	29	10	30	8
50 - 99	435	15	408	15	441	15	30	9	28	10	31	9
100 -199	341	12	310	11	334	12	46	14	42	15	45	13
200 -499	237	8	217	8	240	8	71	21	61	22	59	19
500 or more	110	4	89	3	123	4	158	47	123	43	180	51
TOTAL	2,935	100	2,776	100	2,857	100	334	100	283	100	355	100

1. Percentages may not total 100 because of rounding.

It was not a major bargaining year for the construction industry. Although the number of individual contracts signed was about the same as in 1969, there were only ninety of the all important employer group or association agreements. This compares with 125 in 1969. Moreover, most of the group agreements negotiated in 1970 were outside the large metropolitan areas of the province.

#### Construction Industry Bargaining

During 1970, extensive construction industry bargaining occurred in only four centres - Kitchener, Sarnia, Sault Ste. Marie and Thunder Bay - as the majority of contracts in most other cities had been negotiated in 1969. Forty per cent of the ninety employer group or association group settlements negotiated during the year were in these four cities with the remainder being scattered throughout the province.

A detailed analysis of the wage gains under contracts settled during 1970 is presented in Table 6. There was considerable variation in the size of the wage increases gained by the different trades. Electricians, lathers, roofers and sheet metal workers won annual increases averaging 95 cents or more per hour while glaziers and plumbers averaged less than 65 cents. The most significant development was that even though the demand for construction dropped during 1970, most trades managed to win wage increases substantially larger than those negotiated in 1969. For all trades, the annual increase in base wage rates averaged 80.8 cents per hour in 1970 compared to 59.6 cents in 1969. In relative terms, the increase was 19 per cent as against 15.4 per cent a year earlier.

This increase in the size of settlements may have been related in part to the goal of the Ontario Federation of Construction Associations to develop province-wide co-ordination of construction bargaining. Most contracts negotiated during 1969 terminate on April 30, 1971. In order to ensure that a large majority of Ontario's construction contracts expire on that date,

TABLE 6

UNWEIGHTED AVERAGE ANNUAL INCREASE IN BASIC WAGE RATES  
UNDER CONSTRUCTION CONTRACTS NEGOTIATED IN  
ONTARIO DURING 1969 AND 1970 BY TRADE

Trade	1970		1969	
	Cents	Per Cent	Cents	Per Cent
Bricklayer	93.0	19.5	61.0	14.3
Carpenter	87.5	19.5	68.5	17.1
Cement Finisher	86.0	20.5	65.5	16.9
Electrician	98.0	19.5	71.0	15.9
Glazier	47.0	14.5	55.5	18.9
Labourer	68.5	21.6	45.5	14.0
Lather	106.0	26.5	66.5	15.8
Crane Operator	66.5	15.5	58.5	13.1
Painter (brush)	70.5	19.1	62.0	17.9
Plasterer	93.0	21.0	64.0	14.7
Plumber	64.0	12.9	66.0	15.4
Rodman	67.0	15.0	59.0	16.6
Roofer	95.0	23.6	54.5	17.5
Sheet Metal Worker	98.5	20.5	64.5	15.7
Structural Steel Erector	71.0	15.5	32.5	7.5
Unweighted Mean	80.8	19.0	59.6	15.4



many employers attempted to negotiate one year agreements during 1970. With the exception of Sarnia and Thunder Bay, where all settlements were three years in duration, a substantial proportion of those negotiated in other areas were for a term of only one year. As a result, 72 per cent of the 230 employer group or association contracts in force in Ontario will be open for negotiation during 1971. However, it appears that achieving common expiry dates proved costly.

The unions demanded and won larger than average wage increases in return for accepting one-year contracts. Bricklayers, carpenters, labourers, plasterers and sheet metal workers, agreeing to one-year settlements, obtained increases that were higher than the annual gains under longer term contracts by an average of 32, 35, 19, 49 and 15 cents per hour, respectively.

Of equal significance to the high wage increases and short-term contracts, was the decline in the level of strife. Only 120,040 man-days were lost as a result of bargaining impasses during 1970 compared to 1,265,200 in the previous year. Eighty per cent of the 120,040 man-days lost resulted from only nine strikes.

Employers did not appear to resist union demands and whipsawing tactics as aggressively as in 1969 when general lock-outs were imposed in Toronto, Hamilton and Windsor. The failure of these lockouts seems to have fully convinced employers that they could not effectively resist union demands without a major change in bargaining structure. Consequently, the Ontario Federation of Construction Associations intensified its efforts to obtain "accreditation"<sup>9</sup> of employer organizations during 1970 in order to be in a stronger bargaining position for the 1971 negotiations. Provisions granting accreditation to employer groups proving the support of a majority of both the unionized employers and employees of a particular trade within a defined geographical location and sector of the industry were included in major revisions made to the Labour Relations Act during 1970. These pro-

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9. "A Submission to the Government of Ontario on Matters Pertaining to Construction Labour Relations" presented by the Ontario Federation of Construction Associations in September 1969 defines accreditation as "a procedure whereby exclusive bargaining rights can be granted to an employer's organization for a particular trade in a given sector of the construction industry within a defined geographic area ... This procedure would empower properly representative employers' organizations to act as the exclusive bargaining agent for the employers concerned. Individual employers governed by an accreditation order would no longer be able to sign separate or interim agreements with their unions ..."

visions may have played some role in the recently announced agreement between construction union and employer representatives to explore possibilities for province-wide bargaining.

#### Bargaining in Industries Other than Construction

Unions, generally, were able to win substantial wage increases despite 1970's general economic slowdown (see Table 7). The unweighted average annual increase in male labour rates for Ontario non-construction contract settlements, covering 200 or more employees, was twenty-four cents, or 9.6 per cent. The comparable increase for 1969 was 9.5 per cent. The wage increases varied greatly between industries reflecting, in part, the different economic conditions within each. The smallest average annual increase was in the leather industry, averaging 12.8 cents (6.5 per cent), while the largest such increase was in trade, averaging 35.6 cents (15.9 per cent). In most industries, the 1970 increases were, on the whole, equal to or greater than those negotiated in 1969<sup>10</sup>.

Non-Manufacturing Industries: Two significant developments are apparent when the wage gains in non-manufacturing are compared with those in manufacturing. First, in 1970, non-manufacturing wage increases out-paced those in manufacturing by an even greater amount than in the previous year. The average annual wage increases in labour rates negotiated in the non-manufacturing industries during 1970 were an average of 5.8 cents (2.3 per cent) higher than the increases in manufacturing. This differential was only 2.3 cents (1.0 per cent) in 1969. Second, wage increases in non-manufacturing industries were substantially higher than in the previous year, while those in manufacturing were not.

As in 1969, many of the high wage settlements in the non-manufacturing industries were won by employees who do not have the right to strike. Firemen and Policemen who must resort to binding arbitration if unable to reach voluntary agreement, made relatively large wage gains. For example, the annual wage increases negotiated for first-class firemen in five Toronto area boroughs<sup>11</sup> averaged 16.8 per cent. The wage gains for policemen

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10. In three industries the cents per hour increases were substantially lower: Wood, mining, and personal services. In six industries the per cent increases were lower by one per cent or more: wood, printing, primary metal, electrical products, mining and transportation.

11. The boroughs of York, East York, North York, Etobicoke and Scarborough, negotiated a 1970 first class fireman rate of \$9,800 compared to \$9,910 for Toronto.

TABLE 7

UNWEIGHTED AVERAGE ANNUAL INCREASE IN MALE HOURLY LABOUR RATES  
UNDER NON-CONSTRUCTION CONTRACT SETTLEMENTS IN ONTARIO COVERING  
200 OR MORE EMPLOYEES BY INDUSTRY, 1969-70<sup>1</sup>

Industry	1970		1969	
	Cents	Per Cent	Cents	Per Cent
All Industries	24.0	9.6	21.3	9.5
Manufacturing	22.0	8.8	20.3	9.0
Food and Beverage	26.0	9.6	23.1	9.7
Tobacco Products	25.0	8.7	*	*
Rubber	*	*	*	*
Leather	12.8	6.5	11.6	6.8
Textile	16.1	7.6	14.8	7.9
Knitting Mills	*	*	9.0	6.3
Clothing	12.4	8.5	13.8	8.9
Wood -	15.9	7.5	18.4	8.7
Furniture and Fixture	19.9	9.9	*	*
Paper and Allied	26.9	9.8	21.5	9.6
Printing, Publishing and Allied	33.3	9.7	35.0	11.1
Primary Metal	22.2	8.7	23.7	10.1
Metal Fabricating	20.8	8.5	21.7	9.1
Machinery	22.0	9.3	17.9	7.8
Transportation Equipment	21.3	8.5	22.1	8.9
Electrical Products	18.9	8.0	18.1	9.1
Non-Metallic Mineral Products	29.0	10.5	21.8	9.1
Petroleum and Coal Products	*	*	*	*
Chemical and Chemical Products	21.3	8.0	23.3	8.7
Miscellaneous Manufacturing	18.3	9.0	17.0	7.1
Other Manufacturing	19.7	8.8	25.3	12.5
Non-Manufacturing	27.8	11.1	22.6	10.0
Forestry	*	*	17.5	6.8
Mines, Quarries and Oil Wells	16.6	7.1	19.1	8.2
Transportation	33.6	10.7	34.5	13.0
Utilities	24.3	9.3	24.6	9.1
Trade	35.6	15.9	22.9	12.1
Finance, Insurance and Real Estate	*	*	*	*
Education and Related Services	26.7	9.9	21.6	9.4
Health and Welfare Services	23.5	11.0	19.1	10.3
Personal Services	15.1	9.4	17.7	10.2
Other Services	*	*	*	*
Public Administration	33.6	11.4	32.8	12.0
Other Non-Manufacturing	25.1	9.1	15.0	7.5

1. Calculations include cost-of-living payments. In a small number of contracts, such as those covering nurses, a female rate was analyzed.

\* Less than three contracts covering 200 or more employees were settled during the year. Contracts were included in either the Other Manufacturing or Other Non-Manufacturing categories.



were equally impressive. First-class policemen in Toronto, Ottawa, Hamilton, and Windsor had negotiated annual wage increases of 11, 12, 13 and 16 per cent, respectively. Settlements for firemen and policemen were largely responsible for the average wage increases in public administration being the second highest among all industries. This was also true in 1969.

Another group of employees who won relatively large wage increases without the right to strike were hospital employees. Average annual wage increases in labour rates in health and welfare services were 23.5 cents (11 per cent) for 1970 compared to 19.1 cents (10.3 per cent) for 1969. The ability of hospital employees to obtain large increases may be related to their increasing militancy. Indicative of increased militancy, the Service Employees International Union and the Canadian Union of Public Employees (the two largest unions representing hospital employees) have warned that widespread illegal strike activity may occur if hospital employees are consistently frustrated in achieving their goals. During 1970, walkouts were threatened in Thunder Bay and a walkout actually occurred in Toronto. Another indication of hospital workers' determination to achieve their goals was several changes in bargaining representatives during the year. The Canadian Union of Public Employees displaced the Canadian Union of General Employees at Scarborough Centenary Hospital and the Service Employees International Union was displaced as the bargaining representative by the Canadian Union of General Employees at the Toronto Western Hospital.

Teachers, another group without the right to strike, also displayed increased militancy. Judging from press reports, threats of mass resignations and rejections of settlements occurred more frequently during 1970 bargaining than in previous years. Difficult teacher negotiations which occurred throughout the province were affected and overshadowed by the Toronto secondary school teachers' dispute.

The Toronto teachers demanded an increase in starting salaries of 35 per cent over two years and the right to negotiate working conditions such as the pupil/teacher ratio. Little progress was made and early in March the Ontario Secondary School Teachers Federation "pink-listed" all schools in Metro Toronto urging teachers not to accept jobs therein. In an immediate counter-sanction the Ontario School Trustees Council asked all boards of education in the province to refrain from hiring teachers which they would otherwise have begun doing in mid-March. Agreement was reached on the pupil/teacher ratio in mid-May. However, later in the month teachers rejected a 10.2 per cent wage settlement. The Ontario Secondary School Teachers Federation did not submit the resignations it had collected earlier because, according to the OSSTF, the number of teachers willing to resign was "significantly

lower than the number who had rejected the offer". The ban on hiring was lifted in mid-June and the teachers returned to work in September without an agreement covering wages and fringe benefits.

The three-month province-wide ban on the hiring of teachers, which was a serious inconvenience to many people not directly involved in the Toronto dispute, prompted the Ontario government to establish a committee to study and recommend means of settling teacher contract disputes in a more effective way. The committee has yet to submit its report.

In those non-manufacturing industries where strikers are legal, there was a substantial decrease in the extent of strike activity during 1970 as compared to 1969. This was largely due to the fact that most large contracts in industries where there is evidence of pattern bargaining were settled without recourse to work stoppages. Contract renewals with the major supermarket chains affected approximately 15,000 employees. Wage increases for most full-time employees at Dominion, Loblaws, Power, Busy "B", and Steinbergs were seventy-five cents over twenty-four to twenty-six months. In the public administration sector, contract renewals with Metro Toronto, Toronto City, and Toronto area boroughs covering approximately 5,500 outside employees provided increases of 18.9 per cent (fifty-seven cents for labourers) over two years.

Apparent unwillingness on the part of the union to become involved in a strike played a major role in the bargaining for a contract renewal covering 10,000 Ontario Hydro employees. The Canadian Union of Public Employees issued a directive for a work slowdown and a refusal to work overtime or accept stand-by duties for emergencies once the strike deadline was passed. (In 1969, the union initiated a rotating strike which lasted for five weeks). Fifteen days later, the parties reached a tentative agreement. This agreement was ratified in October and provided labourers with a fifty cent increase over two years.

Manufacturing Industries: The most notable feature of bargaining activity in the manufacturing industries was the General Motors strike. On September 14, 23,500 General Motors employees in Ontario went on strike with other Canadian and American G.M. employees. Because of a dispute over whether the cost-of-living payments should be based on the Canadian or American price index, the strike did not end in Canada until December 18, several weeks after the strike had ended in the United States. At the expiration of the previous agreement, the basic wage rates in the Canadian contract were equal to those paid in the United States. However, during the term of the previous agreements workers in the United States received larger cost-of-living payments as the price index increased more rapidly in that country. Consequently, when cost-of-living allowances were folded into the basic rates, Canadian wages fell below those in the United



States. The Canadian price index was retained as the basis for cost-of-living payments in return for an additional eighteen cent per hour parity adjustment in the first year of the contract. The settlement provided labourers with a wage increase of seventy-two cents over thirty-three months. This single strike accounted for 1,621,500 man-days lost or 64 per cent of the total man-days lost during the year.

In contrast to the strike experience in the transportation equipment industry, most major contracts in other manufacturing industries where there is evidence of pattern bargaining were settled peacefully.

In the meat packing industry, 2,000 Ontario employees of Canada Packers, Swifts and Burns were affected by contract renewals. These renewals were agreed to in November and December, approximately four months prior to the expiry of the previous contracts. Although each new agreement was for a period of thirty-six months from April 1, 1971, wage increases were granted on January 4, 1971. In each case, the increase in the male labour rate will be eighty-four cents (26.5 per cent) over thirty-nine months.

Most major contract settlements in the pulp and paper industry provided labourers with an increase of eighty-seven cents over three years. However, several contract settlements between Abitibi Paper Co. Ltd. and the Pulp and Paper Mill Workers, Machinists, I.B.E.W. and Operating Engineers, reached after brief strikes, were notable exceptions to the general wage pattern. These agreements provided labourers with an increase of fifty-three cents over two years.

The two largest contracts in the electrical products industry covering 11,000 employees at Canadian General Electric and Canadian Westinghouse were negotiated peacefully. Labourers under both contracts received an additional forty-two cents over two years. One significant feature of the G.E. bargaining is that the employees voted to ratify a settlement even though their negotiating committee had urged rejection.

One general development was a trend towards shorter agreements. Nearly two-thirds of the contract settlements in Ontario that covered 200 or more employees were for a duration of approximately two years (see Table 8). These two-year contracts covered 58 per cent of the employees affected by settlements made during the year. The fact that the proportion of employees negotiating two-year contracts has increased from 47 per cent in 1968 indicates that many of the large bargaining units are opting for two-year rather than three-year contracts<sup>12</sup>.

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12. The duration of all non-construction contracts in force in Ontario as of December 1970 is shown in Table A-9 of Appendix A.

TABLE 8

DURATION OF NON-CONSTRUCTION COLLECTIVE AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN ONTARIO, 1968 - 70<sup>1</sup>

Duration	Agreements						Employees Covered (000's)					
	1970		1969		1968		1970		1969		1968	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 - 17 months	53	15	43	14	38	10	26	11	29	16	24	10
18 - 29 months	213	61	193	63	223	61	133	58	92	50	116	47
30 or more months	81	23	70	23	102	28	69	30	63	34	109	44
TOTAL	347	100	306	100	363	100	228	100	184	100	249	100

1. Percentages may not total 100 because of rounding.

Although wage increases are usually the dominant bargaining issue, fringe benefit changes frequently account for a large proportion of the total cost of a settlement. Table 9 shows the frequency of major changes to seven fringe benefits resulting from 1970 non-construction settlements in Ontario covering 200 or more employees. These settlements affect approximately 228,000 employees or 68 per cent of those involved in non-construction bargaining. The data seem to indicate a decline in the emphasis on a shorter work year as additional holidays and improved vacation provisions are found in a smaller proportion of settlements than in the previous year. However, improvements to life insurance, weekly indemnity and bereavement provisions were as frequent as in 1969. An analysis of the changes and the new fringe benefit provision resulting from the 1970 bargaining is presented in Appendix B.

TABLE 9

FREQUENCY OF FRINGE BENEFIT CHANGES IN NON-CONSTRUCTION SETTLEMENTS IN  
ONTARIO COVERING 200 OR MORE EMPLOYEES, 1969-70

Fringe Benefit	Agreements				Employees (000's)			
	1970		1969		1970		1969	
	No.	%	No.	%	No.	%	No.	%
Holidays	150	43	173	57	106	46	105	57
Vacations	224	65	222	73	121	53	122	66
Life Insurance Benefits	74	21	71	24	60	26	37	20
Weekly Indemnity Benefits	138	40	113	37	96	42	83	45
Bereavement Leave	95	27	78	25	57	25	38	20
OHSIP Premiums*	131	38	-	-	90	39	-	-
Ontario Hospital Premiums*	126	36	-	-	81	36	-	-
Total Studied	347		306		228		184	

\* Provision not analyzed in 1969 contract settlement





A P P E N D I X A



TABLE A-1

VOLUME OF CONCILIATION ACTIVITY OF THE  
ONTARIO DEPARTMENT OF LABOUR  
1968 - 70

Conciliation Stage	Disputes			Employers			Employees		
	1970	1969	1968	1970	1969	1968	1970	1969	1968
<b>OFFICER STAGE</b>									
<u>Total in Process</u>	<u>2,199</u>	<u>1,871</u>	<u>1,722</u>	<u>2,575</u>	<u>2,406</u>	<u>2,238</u>	<u>314,020</u>	<u>269,999</u>	<u>272,926</u>
Pending December 31	228	229	178	250	252	253	23,325	25,014	28,110
Referred during period	1,971	1,642	1,544	2,325	2,154	1,985	290,695	244,985	244,816
<u>Total Disposed of</u>	<u>1,951</u>	<u>1,643</u>	<u>1,493</u>	<u>2,300</u>	<u>2,156</u>	<u>1,986</u>	<u>287,864</u>	<u>246,674</u>	<u>247,912</u>
Settled by Officer									
Construction	90	73	51	105	127	91	4,603	5,265	1,216
Non-construction	678	614	666	730	708	789	91,302	61,060	79,383
Referred to Conciliation Boards	5	26	51	13	30	94	4,426	43,680	42,135
No Boards									
Construction	399	303	114	543	547	320	23,389	52,242	12,228
Non-construction	748	615	604	869	730	685	161,158	83,130	110,956
Lapsed - Construction	4	1	0	8	1	0	72	14	0
- Non-construction	26	11	7	30	13	7	2,611	1,283	1,994
Mediator	1	0	0	2	0	0	303	0	0
<u>Pending December 31</u>	<u>248</u>	<u>228</u>	<u>229</u>	<u>275</u>	<u>250</u>	<u>252</u>	<u>26,156</u>	<u>23,325</u>	<u>25,014</u>
<b>CONCILIATION BOARD STAGE</b>									
<u>Total in Process</u>	<u>9</u>	<u>32</u>	<u>66</u>	<u>17</u>	<u>37</u>	<u>123</u>	<u>14,657</u>	<u>44,389</u>	<u>45,111</u>
Pending December 31	4	6	15	4	7	29	10,231	709	2,976
Referred during period	5	26	51	13	30	94	4,426	43,680	42,135
<u>Total Disposed of</u>	<u>8</u>	<u>28</u>	<u>60</u>	<u>9</u>	<u>33</u>	<u>116</u>	<u>11,013</u>	<u>34,158</u>	<u>44,402</u>
Settled prior to hearings	0	3	1	0	4	1	0	863	75
Settled during hearings	1	8	13	1	9	22	150	1,114	4,748
Board reported "no settlement"	7	17	46	8	20	93	10,863	32,181	39,579
Lapsed	0	0	0	0	0	0	0	0	0
<u>Pending December 31</u>	<u>1</u>	<u>4</u>	<u>6</u>	<u>8</u>	<u>4</u>	<u>7</u>	<u>3,644</u>	<u>10,231</u>	<u>709</u>

TABLE A-2

STRIKES AND LOCKOUTS IN ONTARIO DURING NEGOTIATION  
OF FIRST OR RENEWAL AGREEMENT OR UNION  
RECOGNITION BY INDUSTRY, 1968-1970<sup>1</sup>

Industry	Strikes and Lockouts						Workers Involved						Man-Days Lost					
	1970		1969		1968		1970		1969		1968		1970		1969		1968	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
All Industries	180	100	189	100	227	100	62,600	100	109,406	100	120,810	100	2,541,280	100	5,272,520	100	2,880,370	
Manufacturing	110	61	114	60	161	71	49,287	79	43,715	40	108,414	90	2,337,019	92	2,172,420	41	2,640,730	
Food and Beverage	17	9	15	8	21	9	3,933	6	1,790	2	5,328	4	71,149	3	60,330	1	105,620	
Tobacco Products	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Rubber	3	2	3	2	4	2	367	1	446	*	5,646	5	22,174	1	11,170	*	257,890	
Leather	3	2	0	0	1	*	551	1	0	0	101	*	6,787	*	0	0	350	
Textile	3	2	5	3	5	2	700	1	1,836	2	1,053	1	8,875	*	18,220	*	8,790	
Knitting Mills	0	0	1	1	0	0	0	0	56	*	0	0	0	0	10,320	*	0	
Clothing	0	0	1	1	2	1	0	0	19	*	189	*	0	0	100	*	9,110	
Wood	2	1	2	1	3	1	77	*	345	*	581	*	1,617	*	5,670	*	10,130	
Furniture and Fixture	6	3	1	1	2	1	1,539	2	176	*	249	*	20,361	1	2,380	*	3,370	
Paper and Allied	6	3	4	2	10	4	3,924	6	518	*	6,594	5	38,620	2	7,400	*	107,150	
Printing, Publishing and Allied	5	3	7	4	4	2	566	1	679	1	39	*	5,333	*	15,350	*	900	
Primary Metal	3	2	10	5	7	3	480	1	23,920	22	2,423	2	14,382	1	1,487,510	28	38,660	
Metal Fabricating	13	7	11	6	21	9	2,149	3	1,309	1	2,518	2	42,708	2	53,690	1	73,640	
Machinery	5	3	4	2	15	7	880	1	1,168	1	11,134	9	29,840	1	64,130	1	440,890	
Transportation Equipment	9	5	17	9	30	13	25,209	40	4,207	4	66,128	55	1,697,192	67	83,480	2	1,336,540	
Electrical Products	16	9	14	7	15	7	5,916	9	3,926	4	2,260	2	247,773	10	104,190	2	85,240	
Non-Metallic Mineral Products	8	4	8	4	10	4	625	1	1,659	2	2,040	2	22,992	1	60,310	1	83,950	
Petroleum and Coal Products	1	1	0	0	0	0	10	*	0	0	0	0	280	*	0	0	0	
Chemical and Chemical Products	4	2	4	2	2	1	348	1	616	1	48	*	5,924	*	33,550	1	330	
Miscellaneous Manufacturing	6	3	7	4	9	4	2,013	3	1,045	1	2,083	2	101,012	4	154,620	3	78,160	
Non-Manufacturing	70	39	75	40	66	29	13,313	21	65,691	60	12,396	10	204,261	8	3,100,100	59	239,650	
Agriculture	0	0	0	0	1	*	0	0	0	0	16	*	0	0	0	0	20	
Forestry	0	0	2	1	4	2	0	0	153	*	386	*	0	0	950	*	7,250	
Fishing and Trapping	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mines, Quarries and Oil Wells	1	1	8	4	4	2	355	1	20,637	19	274	*	7,455	*	1,726,120	33	5,430	
Construction	25	14	37	20	29	13	8,261	13	36,334	33	5,325	4	120,040	5	1,265,200	24	153,840	
Transportation	5	3	2	1	2	1	483	1	216	*	24	*	9,934	*	12,270	*	130	
Storage	0	0	0	0	1	*	0	0	0	0	23	*	0	0	0	0	390	
Electric Power, Gas and Water Utilities	5	3	5	3	3	1	1,045	2	5,877	5	164	*	29,860	1	56,410	1	7,890	
Trade	15	8	11	6	13	6	1,227	2	1,009	1	1,353	1	22,208	1	18,260	*	29,500	
Finance, Insurance and Real Estate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Education and Related Services	7	4	3	2	2	1	876	1	1,072	1	384	*	6,077	*	15,300	*	1,760	
Health and Welfare Services	3	2	1	1	0	0	785	1	23	*	0	0	4,595	*	570	*	0	
Personal Services	3	2	3	2	2	1	42	*	128	*	62	*	1,196	*	2,960	2	4,030	
Other Services	3	2	0	0	0	0	161	*	0	0	0	0	2,091	*	0	0	0	
Public Administration	3	2	3	2	5	2	78	*	242	*	4,385	4	805	*	2,060	*	29,410	

1 Source: Canada Department of Labour. The 1970 data is preliminary. Percentages may not total 100 because of rounding.

\* Less than .5 per cent.

TABLE A-3

STRIKES AND LOCKOUTS IN ONTARIO BY INDUSTRY, 1968-70<sup>1</sup>

	Strikes and Lockouts						Workers Involved						Man-Days Lost					
	1970		1969		1968		1970		1969		1968		1970		1969		1968	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Industries	225	100	238	100	286	100	83,683	100	130,899	100	135,665	100	2,579,941	100	5,422,890	100	2,910,290	100
Manufacturing	134	60	143	60	198	69	55,793	67	55,579	42	120,716	89	2,351,386	91	2,218,730	41	2,664,030	92
Food and Beverage	18	8	19	8	21	7	3,993	5	3,453	3	5,328	4	71,268	3	63,840	1	105,620	4
Tobacco Products	0	0	0	0	1	*	0	0	0	0	365	*	0	0	0	0	550	*
Rubber	3	1	3	1	10	3	367	*	446	*	5,646	4	22,174	1	33,940	1	257,890	9
Leather	3	1	0	0	2	1	551	1	0	0	277	*	6,787	*	0	0	1,340	*
Textile	6	3	7	3	7	2	2,160	3	2,306	2	1,160	2	13,447	1	18,750	*	8,980	*
Spinning Mills	0	0	1	*	0	0	0	0	56	*	0	0	0	0	10,320	*	0	0
Clothing	0	0	1	*	2	1	0	0	19	*	189	*	0	0	100	*	9,110	*
Shoe	3	1	2	1	3	1	109	*	345	*	895	*	1,649	*	5,670	*	10,130	*
Furniture and Fixture	8	4	1	*	4	1	2,455	3	176	*	895	1	22,193	1	2,380	*	4,020	*
Paper and Allied	7	3	6	3	12	4	3,993	5	676	1	6,763	5	38,760	2	7,500	*	107,780	4
Printing, Publishing and																		
Allied	5	2	7	3	5	2	566	1	679	1	45	*	5,333	*	15,350	*	920	*
Primary Metal	5	2	11	5	11	4	821	1	23,951	18	3,148	2	15,349	1	1,487,590	27	41,000	1
Metal Fabricating	17	8	15	6	26	9	3,285	4	1,923	1	4,054	3	45,864	2	57,540	1	76,620	3
Machinery	5	2	7	3	16	6	880	1	1,848	1	11,143	8	29,840	1	65,500	1	440,910	15
Transportation Equipment	10	4	25	11	36	13	26,109	31	11,336	9	72,273	53	1,698,092	66	93,910	2	1,347,280	46
Electrical Products	20	9	17	7	19	7	6,339	8	4,920	4	4,640	3	248,316	10	107,620	2	89,320	3
Non-Metallic Mineral Products	12	5	9	4	11	4	1,766	2	1,684	1	2,071	2	24,958	1	60,350	1	84,010	3
Petroleum and Coal Products	1	*	0	0	0	0	10	*	0	0	0	0	280	*	0	0	0	0
Chemical and Chemical																		
Products	5	2	5	2	2	1	376	*	716	1	48	*	6,064	*	33,750	1	330	*
Miscellaneous Manufacturing	6	3	7	3	10	4	2,013	2	1,045	1	2,090	2	101,012	4	154,620	3	78,220	3
Non-Manufacturing	91	40	95	40	88	31	27,890	33	75,320	58	14,949	11	228,555	9	3,204,160	59	246,260	8
Agriculture	0	0	0	0	1	*	0	0	0	0	16	*	0	0	0	0	20	*
Fishing and Trapping	0	0	3	1	4	1	0	0	803	1	386	*	0	0	5,260	*	7,250	*
Quarries and Oil Wells	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Construction	2	1	10	4	5	2	1,255	1	20,887	16	574	*	14,655	1	1,727,800	32	6,430	*
Transportation	39	17	49	21	41	14	21,192	25	44,407	34	7,173	5	136,568	5	1,360,520	25	157,230	5
Storage	6	3	4	2	6	2	518	1	385	*	74	*	9,369	1	12,950	*	290	*
Electric Power, Gas and	0	0	0	0	1	*	0	0	0	0	23	*	0	0	0	0	390	*
Water Utilities	6	3	7	3	4	1	1,545	2	6,249	4	384	*	30,360	1	57,300	1	8,330	*
Trade	18	8	12	5	15	5	1,288	2	1,124	1	1,471	1	22,689	1	18,380	*	29,670	1
Finance, Insurance and																		
Real Estate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Education and Related Services	7	3	3	1	2	1	876	1	1,072	1	384	*	6,077	*	15,300	*	1,760	*
Health and Welfare Services	4	2	1	*	0	0	935	1	23	*	0	0	4,745	*	570	*	0	0
Personal Services	3	1	3	1	3	1	42	*	128	*	79	*	1,196	*	2,960	*	5,480	*
Other Services	3	1	0	0	0	0	161	*	0	0	0	0	2,091	*	0	0	0	0
Public Administration	3	1	3	1	6	2	78	*	242	*	4,385	3	805	*	3,120	*	29,410	1

Source: Canada Department of Labour. The 1970 data is preliminary. Percentages may not total 100 because of rounding.

Less than .5 per cent.



TABLE A-4

NON-CONSTRUCTION COLLECTIVE AGREEMENTS CONCLUDED IN ONTARIO AFTER A WORK STOPPAGE AS A PROPORTION OF TOTAL SETTLEMENTS UNDER LEGISLATION PERMITTING WORK STOPPAGES BY INDUSTRY, 1968-1970<sup>1</sup>

Industry	Agreements			Employees Covered		
	1970	1969	1968	1970	1969	1968
	%	%	%	%	%	%
All Industries	5.9	6.2	7.6	17.8	30.2	34.6
Manufacturing	7.6	8.5	10.1	24.5	29.3	43.6
Food and Beverage	7.9	6.9	10.0	20.0	10.0	28.9
Tobacco Products	0.0	0.0	0.0	0.0	0.0	0.0
Rubber	25.0	18.8	12.9	20.8	27.5	61.8
Leather	15.8	0.0	3.4	25.9	0.0	3.7
Textile	7.0	11.6	10.0	7.4	28.3	8.4
Knitting Mills	0.0	6.7	0.0	0.0	2.9	0.0
Clothing	0.0	5.0	7.7	0.0	0.3	3.6
Wood	4.0	4.3	6.4	2.5	8.7	20.5
Furniture and Fixture	10.9	3.2	4.4	35.8	8.7	5.8
Paper and Allied	4.6	6.9	7.3	16.1	9.4	29.0
Printing, Publishing and Allied	3.5	5.1	2.5	7.6	13.3	0.6
Primary Metal	5.0	23.3	10.9	4.0	96.6*	22.0
Metal Fabricating	6.7	5.4	9.6	13.7	8.7	12.5
Machinery	6.9	5.4	17.4	11.4	13.9	67.4
Transportation Equipment	14.5	20.2	26.8	80.5	36.0	89.8
Electrical Products	17.0	16.5	14.7	18.5	28.0	13.7
Non-Metallic Mineral Products	6.7	9.4	8.5	9.0	21.9	27.9
Petroleum and Coal Products	14.3	0.0	0.0	0.8	0.0	0.0
Chemical and Chemical Products	5.2	5.1	2.9	4.0	11.2	0.6
Miscellaneous Manufacturing	8.3	9.2	14.5	24.4	20.3	28.1
Non-Manufacturing	3.8	3.4	3.6	4.4	31.6	8.3
Forestry	0.0	5.9	23.5	0.0	2.5	48.9
Mines, Quarries and Oil Wells	2.2	19.1	7.1	5.9	85.6	4.8
Transportation, Storage and Communication	3.6	1.5	2.5	5.0	4.4	0.3
Electric Power, Gas and Water Utilities	7.1	5.2	3.8	7.5	40.6	4.2
Trade	5.1	3.8	4.7	3.9	6.9	5.3
Finance, Insurance and Real Estate	0.0	0.0	0.0	0.0	0.0	0.0
Education and Related Services	6.5	3.7	2.2	6.6	11.6	4.8
Health and Welfare Services	8.3	4.8	0.0	10.2	3.2	0.0
Motion Picture and Recreational Services	2.2	0.0	0.0	12.3	0.0	0.0
Services to Business Management	5.9	0.0	0.0	3.6	0.0	0.0
Personal Services	3.2	2.2	1.8	1.2	2.0	1.1
Miscellaneous Services	0.0	0.0	0.0	0.0	0.0	0.0
Public Administration	1.1	2.9	5.6	0.3	2.7	30.0

1. Settlements covering hospital workers in the health and welfare services sector and policemen and firemen in the public administration sector were excluded as these employees do not have the right to strike.

\* All employees involved in the Steel Company of Canada (Stelco) strike were classified in the primary metals industry although some were employed in plants classified in another industry. If this latter group is discounted, the resulting figure becomes 89.5 per cent.

TABLE A - 5

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO IN  
INDUSTRIES OTHER THAN CONSTRUCTION, 1968-70<sup>1</sup>

Industry	Agreements						Employees Covered					
	1970		1969		1968		1970		1969		1968	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
All Industries	2,935	100	2,776	100	2,857	100	333,650	100	283,400	100	355,390	100
Manufacturing	1,454	50	1,346	48	1,589	56	201,050	60	149,070	53	248,690	70
Food and Beverage	214	7	216	8	211	7	19,710	6	17,870	6	18,450	5
Tobacco Products	12	*	6	*	8	*	1,770	1	400	*	1,200	*
Rubber	12	*	16	1	31	1	1,750	1	1,620	1	9,130	3
Leather	19	1	20	1	29	1	2,120	1	2,580	1	2,720	1
Textile	43	2	43	1	50	2	9,420	3	6,480	2	12,600	4
Knitting Mills	7	*	15	1	9	*	610	*	1,940	1	1,070	*
Clothing	15	1	20	1	26	1	2,670	1	7,140	3	5,210	1
Wood	50	2	46	2	47	2	3,130	1	3,970	1	2,830	1
Furniture and Fixture	55	2	31	1	45	2	4,300	1	2,030	1	4,260	1
Paper and Allied	129	4	58	2	137	5	24,390	7	5,520	2	22,700	6
Printing, Publishing and Allied	141	5	136	5	159	6	7,470	2	5,120	2	6,970	2
Primary Metal	60	2	43	2	64	2	11,880	4	24,750	9	11,010	3
Metal Fabricating	194	7	202	7	219	8	15,640	5	15,130	5	20,170	6
Machinery	72	2	74	3	86	3	7,700	2	8,380	3	16,530	5
Transportation Equipment	62	2	84	3	112	4	31,300	9	11,690	4	73,610	21
Electrical Products	94	3	85	3	102	4	32,010	10	14,040	5	16,450	5
Non-Metallic Mineral Products	120	4	85	3	117	4	6,980	2	7,590	3	7,300	2
Petroleum and Coal Products	7	*	12	*	6	*	1,190	*	2,190	1	1,130	*
Chemical and Chemical Products	77	3	78	3	69	2	8,760	3	5,480	2	7,930	2
Miscellaneous Manufacturing	71	2	76	3	62	2	8,250	2	5,150	2	7,420	2
Non-Manufacturing	1,481	50	1,430	52	1,268	44	132,600	40	134,330	47	106,700	30
Forestry	10	*	34	1	17	1	520	*	6,120	2	790	*
Mines, Quarries and Oil Wells	46	2	47	2	56	2	6,010	2	24,110	9	5,700	2
Transportation, Storage and Communication	140	5	135	5	120	4	9,670	3	4,890	2	17,200	5
Electric Power, Gas and Water Utilities	70	2	96	3	80	3	13,980	4	14,480	5	3,890	1
Trade	293	10	289	10	277	10	31,830	10	14,630	5	25,600	7
Finance, Insurance and Real Estate	36	1	24	1	36	1	550	*	220	*	600	*
Education and Related Services	107	4	81	3	91	3	13,320	4	9,240	3	8,020	2
Health and Welfare Services	191	7	205	7	156	5	20,310	6	23,960	8	12,510	4
Motion Picture and Recreational Services	92	3	32	1	33	*	1,060	*	1,287	*	990	*
Services to Business Management	17	1	12	*	4	*	870	*	123	*	800	*
Personal Services	95	3	139	5	114	4	3,620	1	6,510	2	5,720	2
Miscellaneous Services	111	4	104	4	88	3	2,020	1	1,690	1	600	*
Public Administration	273	9	232	8	196	7	28,840	9	27,070	10	24,280	7

Percentages may not total 100 because of rounding.

Less than .5 per cent.

TABLE A - 6

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO IN INDUSTRIES  
OTHER THAN CONSTRUCTION AS A PROPORTION OF TOTAL  
AGREEMENTS IN FORCE, 1968-1970<sup>1</sup>

Industry	Agreements			Employees Covered		
	1970	1969	1968	1970	1969	1968
	%	%	%	%	%	%
All Industries	54	51	52	51	43	54
Manufacturing	49	45	53	48	35	59
Food and Beverages	49	49	48	55	50	51
Tobacco Products	80	40	53	84	19	57
Rubber	25	33	65	16	15	82
Leather	36	38	55	34	42	44
Textile	48	48	56	55	38	74
Knitting Mills	33	71	45	28	88	49
Clothing	21	28	37	21	57	41
Wood	53	48	49	46	58	42
Furniture and Fixture	61	34	50	59	28	58
Paper and Allied	72	32	77	81	18	75
Printing, Publishing and Allied	50	48	56	49	34	46
Primary Metal	51	36	54	30	63	28
Metal Fabricating	47	49	53	42	41	54
Machinery	44	46	53	33	36	71
Transportation Equipment	76	43	57	70	14	86
Electrical Products	48	44	52	69	30	36
Non-Metallic Mineral Products	55	39	54	46	50	48
Petroleum and Coal Products	44	75	38	54	100	52
Chemical and Chemical Products	52	52	46	65	39	58
Miscellaneous Manufacturing	52	55	45	59	37	53
Non-Manufacturing	60	58	51	56	57	45
Forestry	20	69	35	7	78	10
Mines, Quarries and Oil Wells	57	58	69	19	77	18
Transportation, Storage and Communication	72	70	62	51	26	90
Electric Power, Gas and Water Utilities	45	62	52	72	75	20
Trade	55	54	52	74	34	60
Finance, Insurance and Real Estate	55	37	55	56	22	61
Education and Related Services	68	51	58	71	50	43
Health and Welfare Services	59	63	48	54	63	33
Motion Picture and Recreational Services	90	31	32	54	66	50
Services to Business Management	89	63	21	91	13	84
Personal Services	42	61	50	30	55	50
Miscellaneous Services	59	55	47	67	56	20
Public Administration	72	61	51	72	68	61

1 Data was obtained by comparing the number of settlements in each year (Table A-5) with the total number of contracts in force as of December, 1970 (Table A-7). Because the total number of settlements in force as of December 1968 and 1969 was probably lower than in 1970, the 1968 and 1969 percentages in this table are somewhat lower than was the actual case.

\* This high figure is due to fewer employees in the petroleum and coal products industry being covered by collective agreements in 1970 than in 1969. When the employees affected by settlements made in 1969 are compared to the total employees covered by agreements in force in 1969, the resulting figure is 94 per cent.

TABLE A - 7

COLLECTIVE AGREEMENTS IN ONTARIO IN INDUSTRIES  
OTHER THAN CONSTRUCTION, DECEMBER 1970<sup>1</sup>

Industry	Agreements		Employees Covered	
	No.	%	No.	%
All Industries	5,467	100.0	659,139	100.0
Manufacturing	2,987	54.6	423,105	64.2
Food and Beverage	438	8.0	36,090	5.5
Tobacco Products	15	0.3	2,109	0.3
Rubber	48	0.9	11,172	1.7
Leather	53	1.0	6,209	0.9
Textile	89	1.6	17,102	2.6
Knitting Mills	21	0.4	2,206	0.3
Clothing	71	1.3	12,573	1.9
Wood	95	1.7	6,809	1.0
Furniture and Fixture	90	1.6	7,334	1.1
Paper and Allied	179	3.3	30,266	4.6
Printing, Publishing and Allied	284	5.2	15,105	2.3
Primary Metal	118	2.2	39,319	6.0
Metal Fabricating	413	7.6	37,164	5.6
Machinery	162	3.0	23,290	3.5
Transportation Equipment	196	3.6	85,107	12.9
Electrical Products	195	3.6	46,208	7.0
Non-Metallic Mineral Products	218	4.0	15,321	2.3
Petroleum and Coal Products	16	0.3	2,185	0.3
Chemical and Chemical Products	149	2.7	13,583	2.1
Miscellaneous Manufacturing	137	2.5	13,953	2.1
Non-Manufacturing	2,480	45.4	236,034	35.8
Forestry	49	0.9	7,845	1.2
Mines, Quarries and Oil Wells	81	1.5	31,368	4.8
Transportation	179	3.3	18,818	2.9
Storage	11	0.2	133	0.0
Communication	4	0.1	129	0.0
Electric Power, Gas and Water Utilities	155	2.8	19,355	2.9
Trade	535	9.7	43,021	6.5
Finance, Insurance and Real Estate	65	1.2	986	0.1
Education and Related Services	158	2.9	18,642	2.8
Health and Welfare Services	326	6.0	37,899	5.7
Motion Picture and Recreational Services	102	1.9	1,961	0.3
Services to Business Management	19	0.3	950	0.1
Personal Services	227	4.2	11,937	1.8
Miscellaneous Services	188	3.4	3,021	0.5
Public Administration	381	7.0	39,969	6.0

1. Based on a count of contracts held by the Collective Agreements Library at the Ontario Department of Labour. It is known that the library holds approximately 95 per cent of the contracts in Ontario's manufacturing industries. However, the proportion of all non-manufacturing contracts which are held in the library is unknown. Consequently, the data in this table underestimates the number of contracts in force in Ontario by some unknown but small amount.

Percentages may not total 100 because of rounding.

TABLE A-8

ONTARIO NON-CONSTRUCTION COLLECTIVE AGREEMENTS BY SIZE  
OF BARGAINING UNIT, DECEMBER 1970<sup>1</sup>

Size of Bargaining Unit	Agreements		Employees	
	No.	%	No.	%
0-49	3,276	59.9	55,426	8.4
50-99	838	15.3	57,779	8.8
100-199	655	12.0	89,618	13.6
200-499	481	8.8	139,408	21.2
500 or more	217	3.9	316,908	48.1
Total	5,467	100.0	659,139	100.0

<sup>1</sup> Percentages may not total 100 because of rounding.



TABLE A-9

DURATION OF NON-CONSTRUCTION COLLECTIVE AGREEMENTS IN FORCE  
IN ONTARIO BY BARGAINING UNIT SIZE, DECEMBER 1970<sup>1</sup>

Bargaining Unit Size and Duration	Agreements		Employees Covered	
	No.	%	No.	%
<u>Less Than 200 Employees</u>				
Less than 18 months	627	13.1	19,794	9.8
18-29 months	3,180	66.7	138,922	68.5
30 or more months	953	20.0	43,837	21.6
Indefinite	9	.2	270	.1
Total	4,769	100.0	202,823	100.0
<u>200 Or More Employees</u>				
Less than 18 months	69	9.9	36,677	8.0
18-29 months	410	58.7	236,034	51.7
30 or more months	218	31.2	182,966	40.1
Indefinite	1	.1	639	.1
Total	698	100.0	456,316	100.0
<u>All Bargaining Units</u>				
Less than 18 months	696	12.7	56,471	8.6
18-29 months	3,590	65.7	374,956	56.9
30 or more months	1,171	21.4	226,803	34.4
Indefinite	10	.2	909	.1
Total	5,467	100.0	659,139	100.0

<sup>1</sup> Percentages may not total 100 because of rounding.



A P P E N D I X B



## APPENDIX B

This appendix describes changes to various fringe benefit and wage related provisions negotiated in Ontario during 1970. All 347 contract settlements covering 200 or more employees were analyzed. However, the data in the tables cover only those contracts in which the provisions were altered or introduced for the first time. Information on both the size of the changes and the new levels established is provided. The reader should also note that the provisions described are those effective in the last year of the new contract.

### Paid Holidays

The number of paid holidays was increased in 150 of the 347 settlements covering 200 or more employees. The most frequent change was the addition of one holiday. This occurred in 120 settlements. Of the remaining thirty, eleven added more than one day and nineteen less than one day. Employees seemed to prefer taking additional leisure time during the Christmas-New Year period. In seventy-six of the contracts all of the new holiday time falls on or between December 24 and January 2.

Table B-1 shows the number of paid holidays that will be granted in the 150 contracts in which the holiday provision was changed. More than 40 per cent of the agreements, covering 36 per cent of the employees receiving additional holidays, specify ten per year. The use of paid holidays to shorten the work year is highlighted by the fact that only 37 per cent of the contracts provide for and 30 per cent of the employees receive fewer than ten paid holidays. The comparable proportions, resulting from holiday revisions in 1969 contract settlements, were 55 and 71 per cent respectively.

### Paid Vacations

Vacation provisions were modified by 224 of the 347 settlements analyzed. Table B-2 shows the reductions in service requirements to earn three, four and five-week vacations as a result of existing provisions being revised. Most of the reductions were in the range of one to three years. However, a five-year drop was fairly common in four-week provisions and the dominant reduction in clauses already providing for five weeks of vacation.



One of the most significant developments in fringe benefit bargaining was the introduction of a five-week vacation provision in thirty-two contracts covering 16,340 employees. Four-week provisions were included for the first time in twelve settlements covering 4,500 workers, but three-week provisions were introduced in only three agreements affecting 1,050 employees.

Table B-3 shows the new service requirements for three, four, five and six-week vacations that resulted from provisions being revised or introduced in 1970 settlements. The prevalence of any one service requirement differs somewhat, depending on whether it is assessed in numbers of contracts or employees. Slightly more than two-thirds of the contracts provide for, and more than 80 per cent of the employees receive, a three-week vacation after five, seven or eight years of service. Either fifteen or eighteen years of service are the most common requirements to earn four weeks of vacation. For five-week vacations, the most prevalent periods of service required are twenty-five and thirty years.

An indication of the extent to which paid vacations are contributing to an ever-shortening work year is provided by analyzing the provisions negotiated in 1970 with those agreed to in the previous year. The proportion of contracts that require eight or more years of service, in order to earn three weeks of vacation, declined to 42 from 53 per cent in 1969. Similarly, eighteen or more years of service were required for a four-week vacation in only 37 per cent of the settlements, compared to 55 per cent of the 1969 agreements.

#### Life Insurance Benefits

Life insurance benefits were negotiated for the first time in two and existing benefits were increased in seventy-two of the 347 contract settlements covering 200 or more employees. The existing benefit was increased by \$1,000 in twenty-eight and by \$2,000 to \$3,000 in seventeen agreements. Another fifteen provided varying increases as benefits were scaled according to wage levels.

Table B-4 shows the new levels of life insurance benefits in the seventy-four agreements in which the provision was changed or introduced. While only 20 per cent of the contracts provide life insurance benefits that vary according to wage levels, they cover 57 per cent of the workers receiving new benefits. A \$5,000 benefit is provided under 20 per cent of the agreements, but they affect only 10 per cent of the employees. Similarly, 23 per cent of the contracts provide a benefit of either \$4,000 or \$6,000, but they cover only 9.0 per cent of those receiving additional insurance benefits.

### Weekly Indemnity Benefits

Weekly indemnity benefits were introduced in twelve and existing benefits were revised in 126 of the 347 contract settlements analyzed. The existing benefit was increased by \$5 in sixteen, by \$10 in twenty-three and by \$15 in twelve of the 126 settlements. A large number of contracts - fifty-four - provided varying increases as benefits were scaled according to wage levels.

Table B-5 shows the new levels of weekly indemnity benefits under the 138 agreements in which they were either revised or introduced. Unlike the previous year, there was no major concentration, either in terms of contracts or employees, at any particular weekly benefit level. While only 39 per cent of the contracts provide benefits that vary according to wage levels, they cover 56 per cent of the employees. Note that only 13 per cent of the employees affected by weekly indemnity improvements in 1969 had benefits scaled to wage levels.

### Long Term Disability Benefits

A long term disability plan was introduced in twenty-six contracts and existing benefits were improved in two of the 1970 contract settlements, covering 200 or more employees. A total of 19,870 workers were affected by these changes. Seven of these twenty-eight contracts now provide for a \$70 to \$80 weekly benefit, eleven grant benefits equal to 50 to 60 per cent of a worker's wage, while another six stipulate a \$500 monthly payment.

### OHSIP and Ontario Hospital Premiums

The proportion of OHSIP premiums paid by the employer was altered in 120 and cost sharing was introduced in eleven of the 1970 contract settlements that affected 200 or more employees. Similarly, the proportion of Ontario Hospital premiums paid by the employer was increased in 108 and such a provision was included for the first time in eighteen settlements. In those settlements where existing provisions were revised there was no common pattern in the increases in the proportion of either the OHSIP or Ontario Hospital premiums paid by employers (see Table B-6).

The new proportions of OHSIP and Ontario Hospital premiums that are paid by employers as a result of provisions being revised or introduced in 1970 bargaining are shown in Table B-7. In the case of both the OHSIP and Ontario Hospital plans, the employer pays 75 per cent or the total cost of the premiums in approximately 60 per cent of the contracts. These contracts cover almost three-quarters of the employees affected by premium changes.

### Afternoon and Night Shift Premiums

Afternoon shift premiums were negotiated for the first time in eleven and existing provisions were revised in 153 of the 347 contracts analyzed. On the other hand, night shift premiums were introduced in twelve while existing premiums were increased in 181 of these major settlements. Table B-8 indicates the predominant revision to existing afternoon and night shift premiums, in terms of contracts and employees, was an increase of two or three cents.

The new levels of shift premiums established in 1970 bargaining are shown in Table B-9. Afternoon shift premiums of ten to eighteen cents per hour are stipulated under 137 of the 164 contracts in which the premium was either revised or introduced. These 137 contracts cover 87 per cent of the employees affected by premium changes. Night shift premiums of fifteen to eighteen cents per hour are provided under 114 of the 193 agreements and are applicable to 62 per cent of the 128,080 employees with new night shift premiums.

### Cost-of-Living Benefits

During 1970, C.O.L. benefits were introduced in seventeen of the 347 settlements affecting 200 or more employees. These new provisions cover 10,150 workers. Improvements were made to existing provisions in another thirteen agreements affecting 41,830 employees. Of these thirty contracts, eight now provide an additional cent when the consumer price index increases by .40, .45 or .46 of a point, while fifteen grant the additional cent if the index increases by .50 or .60 of a point.

TABLE B-1

NUMBER OF PAID HOLIDAYS ESTABLISHED BY NON-CONSTRUCTION  
SETTLEMENTS COVERING 200 OR MORE  
EMPLOYEES, 1969-70<sup>1</sup>

Number of Holidays	1970				1969			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
5	1	1	360	*	-	-	-	-
7	2	1	900	1	-	-	-	-
8	3	2	1,370	1	5	3	4,250	4
9	35	23	14,350	14	85	49	69,580	66
9½	15	10	14,850	14	5	3	1,430	1
10	64	43	37,670	36	50	29	18,230	17
10½	5	3	1,850	2	-	-	-	-
11	20	13	8,490	8	20	12	8,650	8
11½	-	-	-	-	2	1	590	1
12	3	2	24,970	24	6	3	2,120	2
12½ or more	2	1	970	1	-	-	-	-
TOTAL	150	100	105,780	100	173	100	104,850	100

1 Percentages may not total 100 because of rounding.

\* Less than .5 per cent.



TABLE B-2

REDUCTION IN SERVICE REQUIREMENTS FOR THREE, FOUR AND FIVE-WEEK VACATIONS  
RESULTING FROM 1970 NON-CONSTRUCTION SETTLEMENTS COVERING 200 OR MORE  
EMPLOYERS<sup>1</sup>

Reduction in Service Requirement (Years)	3-Week				4-Week				5-Week			
	Agreements		Employees		Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1	36	26	14,610	20	19	13	7,180	8	2	15	510	8
2	66	48	42,700	57	37	26	28,030	32	2	15	1,800	27
3	19	14	9,890	13	37	26	20,390	24	3	23	1,650	24
4	5	4	1,700	2	3	2	1,590	2	-	-	-	-
5	11	8	5,650	8	41	29	26,490	31	5	38	2,580	38
6	-	-	-	-	1	1	1,100	1	-	-	-	-
7	-	-	-	-	2	1	580	1	-	-	-	-
8	-	-	-	-	1	1	300	*	-	-	-	-
9	-	-	-	-	-	-	-	-	-	-	-	-
10	-	-	-	-	2	1	830	1	1	8	200	3
TOTAL	137	100	74,555	100	143	100	86,490	100	13	100	6,740	100

1. Percentages may not total 100 because of rounding.

\* Less than .5 per cent.



TABLE B-3

NEW SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS ESTABLISHED BY  
NON-CONSTRUCTION SETTLEMENTS COVERING 200 OR MORE EMPLOYEES, 1969-70<sup>1</sup>

Length of Vacation	Years of Service	1970				1969			
		Agreements		Employees		Agreements		Employees	
		No.	%	No.	%	No.	%	No.	%
3 weeks	1	2	1	1,460	2	5	3	7,780	7
	2	-	-	-	-	1	1	3,470	3
	3	1	1	280	*	2	1	580	3
	4	2	1	560	1	3	2	1,940	1
	5	33	24	20,270	27	34	21	40,200	38
	6	12	9	4,080	5	7	4	5,760	5
	7	31	22	16,240	21	24	15	10,680	10
	8	38	27	25,810	34	52	32	22,040	21
	9	6	4	2,400	3	9	5	3,320	3
	10	10	7	3,150	4	21	13	6,150	6
	12	3	2	570	1	4	2	1,140	1
	13	1	1	400	1	2	1	1,750	2
	15	1	1	320	*	-	-	-	-
		140	100	75,600	100	164	100	104,810	100
4 weeks	5	-	-	-	-	2	1	810	1
	10	2	1	830	1	8	5	9,910	11
	12	2	1	700	1	-	-	-	-
	13	1	1	300	*	-	-	-	-
	14	1	1	200	*	-	-	-	-
	15	70	45	46,900	52	34	22	37,140	41
	16	5	3	2,460	3	9	6	3,970	4
	17	18	12	6,740	7	16	10	5,550	6
	18	32	21	23,910	26	40	26	16,950	19
	19	2	1	1,380	2	3	2	770	1
	20	17	11	5,980	7	34	22	13,750	15
	21	1	1	210	*	-	-	-	-
	22	1	1	330	*	2	1	550	1
	25	3	2	1,050	1	6	4	1,760	2
		155	100	90,990	100	154	100	91,160	100
5 weeks	17	1	2	330	1	-	-	-	-
	20	3	7	1,390	6	6	10	9,030	17
	22	1	2	940	4	2	3	680	1
	23	1	2	1,500	6	-	-	-	-
	24	1	2	200	1	1	2	1,600	3
	25	25	56	10,220	44	39	66	37,660	69
	26	-	-	-	*	1	2	1,200	2
	27	2	4	570	2	2	3	580	1
	28	1	2	550	2	-	-	-	-
	29	1	2	550	2	-	-	-	-
	30	9	20	6,830	30	6	10	1,930	4
	35	-	-	-	-	2	3	1,750	3
		45	100	23,080	100	59	100	54,430	100
6 weeks	30	5	100	3,720	100	4	100	8,020	100

1. Percentages may not total 100 because of rounding.

\* Less than .5 per cent.

TABLE B-4

NEW LEVELS OF LIFE INSURANCE BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
SETTLEMENTS COVERING 200 OR MORE EMPLOYEES, 1969-70<sup>1</sup>

Benefits	1970				1969			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
3,000 or less	5	7	2,630	4	5	7	1,920	5
3,500	2	3	720	1	-	-	-	-
4,000	9	12	2,490	4	5	7	1,400	4
5,000	15	20	6,020	10	18	25	5,860	16
5,500	1	1	320	1	1	1	490	1
6,000	8	11	3,040	5	8	11	2,200	6
6,500	1	1	280	*	2	3	950	3
7,000	6	8	3,840	6	4	6	12,320	34
7,500	3	4	1,050	2	2	3	640	2
8,000	5	7	2,200	4	2	3	440	1
10,000 or more	4	5	3,170	5	2	3	710	2
Scaled to wage levels	15	20	34,000	57	22	31	9,600	26
TOTAL	74	100	59,760	100	71	100	36,530	100

<sup>1</sup> Percentages may not total 100 because of rounding.

\* Less than .5 per cent.

TABLE B-5

NEW LEVELS OF WEEKLY INDEMNITY BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
SETTLEMENTS COVERING 200 OR MORE EMPLOYEES, 1969-70

Weekly Benefits	1970				1969			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
\$50.00 or less	10	7	2,740	3	11	10	3,710	4
55.00	4	3	1,410	1	9	8	2,520	3
60.00	7	5	3,350	3	20	18	6,280	8
61.50	1	1	200	*	-	-	-	-
62.50	1	1	370	*	-	-	-	-
65.00	10	7	3,290	3	16	14	6,730	7
70.00	19	14	7,670	8	9	8	4,490	5
72.00	1	1	200	*	-	-	-	-
75.00	11	8	4,540	5	11	10	7,480	9
77.00	4	3	2,130	2	6	5	12,870	16
80.00	9	7	5,310	6	4	4	26,800	32
85.00	1	1	540	1	-	-	-	-
90.00	2	1	1,490	2	1	1	480	1
93.50	1	1	2,200	2	-	-	-	-
100.00	2	1	6,570	7	1	1	640	1
120.00	1	1	360	*	-	-	-	-
125.00	-	-	-	-	1	1	260	*
Scaled to wage levels	54	39	54,040	56	24	21	10,410	13
TOTAL	138	100	96,410	100	113	100	82,670	100

1 Percentages may not total 100 because of rounding.

\* Less than .5 per cent

TABLE B-6

CHANGES IN PROPORTION OF OHSIP AND OHSC PREMIUMS PAID BY EMPLOYER RESULTING FROM NON-CONSTRUCTION SETTLEMENTS IN 1970 COVERING 200 OR MORE EMPLOYEES<sup>1</sup>

Difference Between Proportion Paid by Employer Under Old and New Contracts	OHSIP Premiums				OHSC Premiums			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
-5%	1	1	250	*	-	-	-	-
5%	2	2	1,590	2	2	2	1,590	2
8-1/3%	11	9	12,180	16	12	11	12,430	17
10%	12	10	4,060	5	10	9	3,300	5
15%	6	5	2,750	4	5	5	2,220	3
16-2/3%	11	9	4,620	6	10	9	4,310	6
18-1/3%	1	1	230	*	1	1	230	*
20%	4	3	11,680	15	3	3	10,980	15
25%	10	8	4,200	5	10	9	4,260	6
26-2/3%	1	1	280	*	-	-	-	-
32%	1	1	450	1	-	-	-	-
33-1/3	14	12	11,720	15	15	14	12,030	17
35%	1	1	250	*	-	-	-	-
40%	4	3	1,560	2	2	2	530	1
50%	15	13	8,950	12	12	11	4,900	7
Unknown	26	22	11,880	15	26	24	14,460	20
<b>TOTAL</b>	120	100	76,650	100	108	100	71,240	100

1. Percentages may not total 100 because of rounding.

\* Less than .5 per cent.

TABLE B-7

NEW PROPORTIONS OF OHSIP AND OHSC PREMIUMS PAID BY EMPLOYER ESTABLISHED BY  
NON-CONSTRUCTION SETTLEMENTS IN 1970 COVERING 200 OR MORE EMPLOYEES<sup>1</sup>

Proportion of Premium Paid by Employer	OHSIP Premiums				OHSC Premiums			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
40%	-	-	-	-	1	1	1,000	1
50%	3	2	790	1	7	6	3,130	4
60%	6	5	2,440	3	5	4	1,870	2
66-2/3%	12	9	4,900	5	12	10	4,900	6
70%	2	2	510	1	2	2	510	1
75%	22	17	15,590	17	20	16	14,860	18
80%	2	2	1,490	2	2	2	1,490	2
85%	2	2	450	*	2	2	450	1
90%	4	3	1,840	2	3	2	1,470	2
100%	57	44	45,190	50	54	43	42,460	53
Unknown	21	16	16,920	19	18	14	8,460	10
TOTAL	131	100	90,120	100	126	100	80,600	100

<sup>1</sup> Percentages may not total 100 because of rounding.

\* Less than .5 per cent.



TABLE B-8

CHANGES IN AFTERNOON AND NIGHT SHIFT PREMIUMS RESULTING FROM NON-CONSTRUCTION SETTLEMENTS IN 1970 COVERING 200 OR MORE EMPLOYEES<sup>1</sup>

Change in Premium (Cents Per Hour)	Afternoon Shift				Night Shift			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
-1	-	-	-	-	2	1	940	1
1	31	20	13,040	12	19	10	9,270	7
2	46	30	33,320	32	47	26	30,540	25
3	44	29	39,790	38	52	29	47,950	39
4	5	3	1,970	2	23	13	11,850	10
5	17	11	13,660	13	18	10	7,910	6
6	1	1	210	*	4	2	1,660	1
7	2	1	1,150	1	3	2	1,080	1
8	2	1	880	1	4	2	6,720	5
9	-	-	-	-	1	1	1,100	1
10	4	2	1,130	1	7	4	4,700	4
Other <sup>2</sup>	1	1	450	*	1	1	450	*
<b>TOTAL</b>	<b>153</b>	<b>100</b>	<b>104,600</b>	<b>100</b>	<b>181</b>	<b>100</b>	<b>124,170</b>	<b>100</b>

1. Percentages may not total 100 because of rounding.
  2. Shift premium is a percentage of worker's wage rate.
- \* Less than .5 per cent.

TABLE B-9

NEW AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY NON-CONSTRUCTION  
SETTLEMENTS IN 1970 COVERING 200 OR MORE EMPLOYEES<sup>1</sup>

Hourly Premium (Cents)	Afternoon Shift				Night Shift			
	Agreements		Employees		Agreements		Employees	
	No.	%	No.	%	No.	%	No.	%
4	1	1	320	*	-	-	-	-
5	4	2	1,350	1	1	1	210	*
6	3	2	830	1	4	2	1,150	1
7	-	-	-	-	1	1	570	*
8	1	1	280	*	-	-	-	-
9	5	3	1,330	1	-	-	-	-
10	17	10	6,690	6	5	3	1,620	1
11	7	4	2,850	3	-	-	-	-
12	28	17	12,170	11	5	3	1,750	1
12½	5	3	2,090	2	8	4	2,980	2
13	14	9	9,380	9	3	2	780	1
14	14	9	14,640	14	16	8	4,580	4
15	20	12	16,670	15	31	16	18,820	15
16	5	3	1,750	2	27	14	23,010	18
17	14	9	16,500	15	24	12	13,570	11
17½	-	-	-	-	3	2	820	1
18	13	8	11,310	10	29	15	21,310	17
19	-	-	-	-	5	3	2,590	2
20	5	3	7,020	6	8	4	2,980	2
21	1	1	850	1	6	3	12,860	10
22	1	1	250	*	1	1	250	*
22½	3	2	930	1	5	3	11,880	9
25	2	1	550	1	3	2	1,060	1
26	-	-	-	-	1	1	300	*
27	-	-	-	-	1	1	210	*
30	-	-	-	-	3	2	2,940	2
40	-	-	-	-	1	1	1,100	1
53	-	-	-	-	1	1	290	*
Other <sup>2</sup>	1	1	450	*	1	1	450	*
TOTAL	164	100	108,210	100	193	100	128,080	100

1. Percentages may not total 100 because of rounding.

2. Shift premium is percentage of worker's wage rate.

\* Less than .5 per cent.









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# COLLECTIVE BARGAINING IN ONTARIO 1971



Research Branch  
Ontario Department of Labour



COLLECTIVE BARGAINING IN ONTARIO

1971

by

James Thomas

Research Branch

Ontario Department of Labour

March 1971

Hon. Fernand Guindon,  
Minister

Mr. R.D. Johnston,  
Deputy Minister



## COLLECTIVE BARGAINING IN ONTARIO - 1971

This report outlines the economic background for collective bargaining in Ontario during 1971 and highlights some of the major bargaining that occurred during the year. The report contains two appendices: one contains information describing employee benefits established under collective bargaining during 1971, and the other contains tables on bargaining activity and wage increases.

### The Bargaining Climate

Bargaining in Ontario during 1971 took place against a backdrop of economic uncertainty. Early in the year, the economy showed signs of recovery from its lackluster performance in 1970. The recovery was reflected in many of the economic indicators, including Gross National Product. The second quarter increase of 3.4 per cent over the first quarter was the largest such increase in GNP since the third quarter of 1969. Economic recovery was also evident in the Gross Provincial Product for Ontario, which had an estimated real increase during 1971 of 5.7 per cent after an increase of only 3.5 per cent during 1970<sup>1</sup>. Corporation profits, which were up an estimated 11.0 per cent during 1971, after a decline of 3.5 per cent in 1970, was another indicator which pointed toward recovery.

Much of the uncertainty surrounding the economy related to the expected selective impact of a package of economic measures announced by President Nixon in August and which included an import tax, a wage-price freeze and major currency changes. Since many raw materials and goods protected by the auto pact were exempted from the import duty, it was estimated that only twenty-five per cent of Canada's exports to the U.S. would be affected. However, as the industries involved were generally labour intensive and many were located in Ontario, these measures had the potential of aggravating the province's already serious unemployment situation. It was never clear how long the import tax would last, and it remained in effect until December, when an international monetary accord was reached.

Along with signs of recovery there were also signs of a resurgence of inflationary pressures in the economy. Table 1 indicates that the annual average of the Consumer Price Index (CPI) increased by 2.9 per cent over the 1970 annual average. When a month by month comparison is made for 1970 and 1971, a steady trend

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1. Estimated by Economic Planning Branch, Ontario Department of Treasury and Economics.



Chart 1

ONTARIO LABOUR FORCE AND UNEMPLOYMENT, 1969-1971

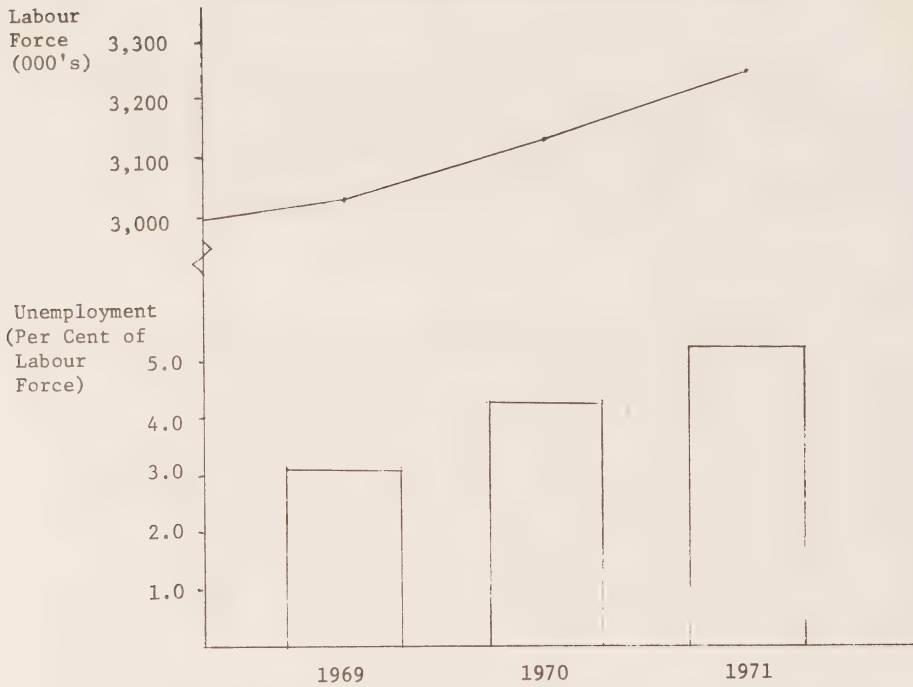


Chart 2

ONTARIO GROSS PROVINCIAL PRODUCT IN CURRENT AND 1961 CONSTANT DOLLARS, 1969-1971



Table 1

CONSUMER PRICE INDEX CHANGES

Month	1971	1970	Percent Change
January	130.3	128.2	1.6
February	130.9	128.7	1.7
March	131.3	128.9	1.9
April	132.2	129.7	1.9
May	132.7	129.6	2.4
June	133.0	129.9	2.4
July	134.1	130.5	2.8
August	135.0	130.5	3.4
September	134.7	130.2	3.5
October	134.9	130.3	3.5
November	135.4	130.3	3.9
December	136.3	129.8	5.0
Annual Average	133.4	129.7	2.9

Source: Statistics Canada

of rapid increases over the previous year's level can be seen and is particularly strong in the second half of 1971. However, it should be noted that the CPI was rather stable in the last half of 1970 due to a price war in food stores.

Despite the wage-price freeze, the cost-of-living in the United States increased at a more rapid rate than in Canada; during 1971, the U.S. CPI increased about 4.0 per cent. Because of differing rates of increase between the two countries, union attempts to maintain wage parity encountered difficulty where cost-of-living provisions were included in agreements.

In spite of the apparent recovery, the economy did not expand fast enough to fully meet the demand for new jobs. Although most economic indicators pointed toward recovery, the unemployment rate of Ontario increased from 4.3 to 5.2 per cent. Young people were one group particularly hard hit; the Ontario unemployment rate for people age 14 to 24 increased from 8.0 per cent in 1970 to 10.0 per cent in 1971. Two factors that aggravated the emerging unemployment problem were a large number of young people entering the labour force for the first time and an increased participation rate for women.

### Negotiated Wage Increases

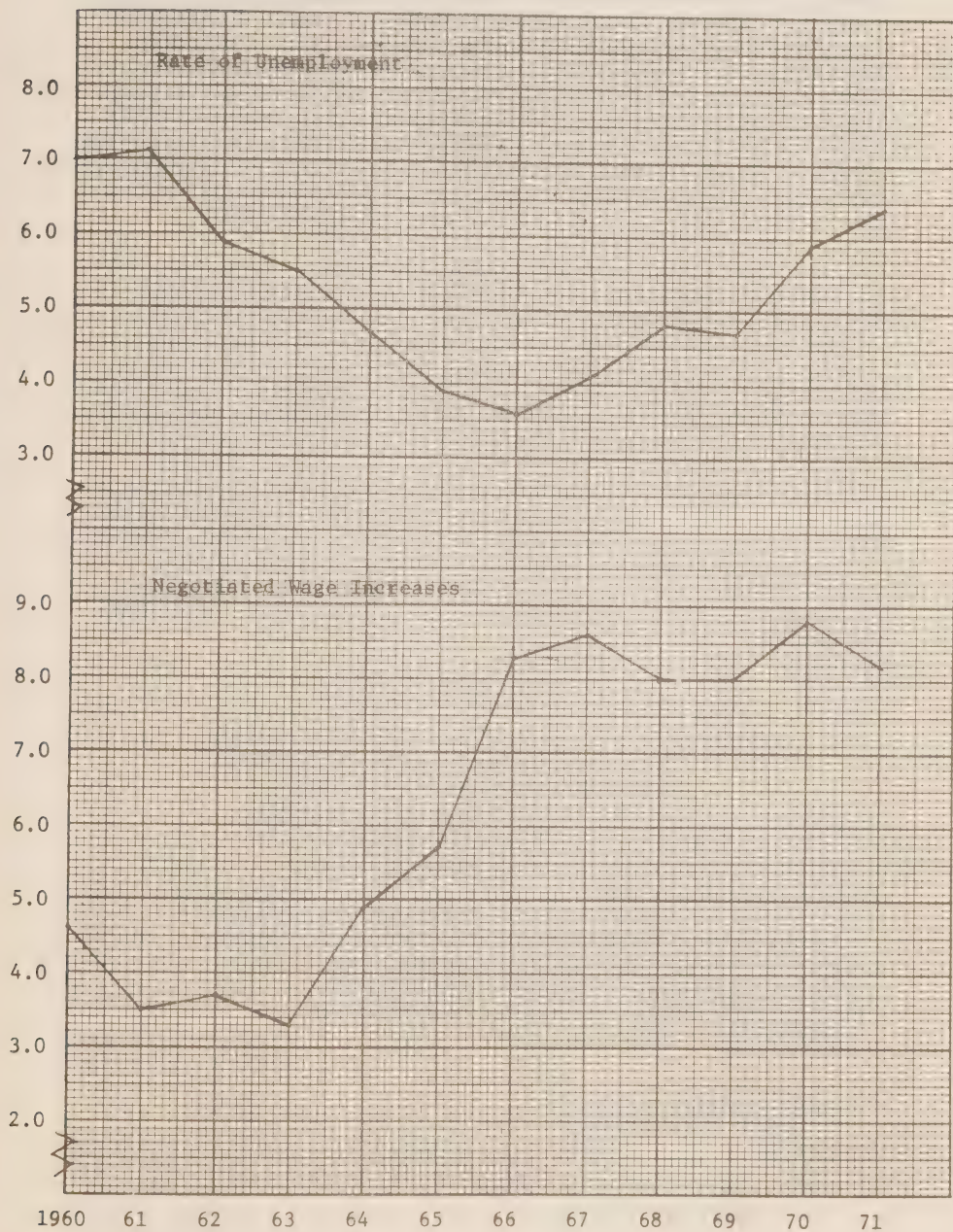
Although high unemployment levels have been traditionally associated with low wage increases, recently large wage increases and high levels of unemployment have been occurring at the same time. Chart 3, where the level of unemployment in Canada and negotiated base rate wage increases for bargaining units of 500 or more employees are plotted, indicates that an inverse relationship between wage changes and unemployment held until 1966. After 1966, the rate of unemployment gradually increased, while negotiated wage increases remained at high levels. Even though unemployment levels reached six per cent, negotiated increases have remained in the vicinity of eight per cent.

There are a number of possible reasons why high levels of unemployment and large wage increases have recently occurred at the same time. First, it may reflect the development of an inflationary psychology where wage and other economic decisions are made in anticipation of rapid price increases. Second, the continued large increases may reflect spill-overs from the United States where negotiated wage increases under major agreements (those covering 1,000 and more employees) have averaged over 8.0 per cent in recent years. Finally, labour market rigidities, such as the slow response of collective bargaining to a changed economic environment with current settlements being largely based on those of the past, may be responsible for wage increases remaining at a high level, while unemployment is high or rising.

However, wage increases moderated slightly in 1971. The compound per cent increase in base wages for collective bargaining settlements covering 500 and more employees, reported by the Canada Department of Labour, declined to 7.8 from the 1970 level of 8.4 per cent.<sup>2</sup> The per cent increase for base wages for all Ontario industries excluding construction established by collective bargaining agreements covering 200 and more employees negotiated during 1971 was 7.7 per cent.<sup>3</sup> Although no comparable statistical series exists for Ontario in 1970, available information indicates a similar decline in the rate of increase of base wage rates between 1970 and 1971.

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2. The reader should note that average annual wage increases plotted in Chart 3 are simple weighted averages and do not correspond with compounded averages. Simple averages were used in Chart 3 because a statistical series for compound increases extending from 1960 onward does not exist.
  3. A new statistical series is currently available from the Research Branch entitled Wage Developments in Collective Bargaining Settlements in Ontario, which reports wage increases established by collective bargaining settlements in Ontario covering 200 or more employees by industry on a quarterly basis.

Chart 3  
RATE OF UNEMPLOYMENT AS A PER CENT<sup>4</sup> OF LABOUR FORCE  
AND NEGOTIATED WAGE INCREASES



4. Collective bargaining settlements covering 500 and more employees.  
Per cent is expressed as a simple per cent.

Sources: Canada Department of Labour, Collective Bargaining Review,  
Statistics Canada, Labour Force Bulletin



In Ontario's manufacturing industries, the weighted annual increase in base rates, established by collective bargaining settlements covering 200 or more employees, was 7.1 per cent during 1971 (see Table 2). However, these increases were not evenly distributed among the manufacturing industries; for example, one agreement provided for a 15 per cent increase in the base rate, while another provided for a 12 month wage freeze. Likewise, the bargaining activity was not evenly distributed among the manufacturing industries. Table 1 in Appendix B indicates that major bargaining rounds occurred in Metal Fabricating, Transportation Equipment and Electrical Products; these industries had annual average increases in the base rates of 8.7, 6.1 and 7.2 per cent respectively.

During the past few years, increases in base wage rates for Ontario's non-manufacturing industries have exceeded those for manufacturing industries. This trend continued in 1971, as increases in the base wage rates in non-manufacturing, excluding construction, averaged 8.1 per cent. This average was heavily weighted by major bargaining rounds in Education and Related Services, Health and Welfare Services, and Local Administration, which had average annual base rate increases of 8.5, 11.3 and 11.5 per cent respectively.

Wage increases in construction continued to exceed wage increases in both manufacturing and non-manufacturing industries. 1971 was a major bargaining year in Ontario's construction industry and the weighted average increase for major agreements (those covering 200 or more employees) was 13.7 per cent. The following table summarizes the increases for each of the major industrial groupings.

Table 2

Average Annual Per Cent and Cent Wage Increases in  
Base Rates Established by Collective  
Bargaining Settlements Covering 200  
or More Employees Negotiated During  
1971 in Ontario.

Industry	Number of Agreements	Employees Affected	Per Cent Increase	Cents Increase
All Industries	500	380,578	8.7	29.8
Manufacturing	225	113,983	7.1	21.5
Non-manufacturing	200	204,208	8.1	21.3
Construction	75	62,387	13.7	72.9



### Intensity of Bargaining

The number of work stoppages was smaller in 1971 than in the two previous years, and the number of man-days lost declined sharply. The following tabulation displays that during 1971 1,344,830 man-days were lost in 192 work stoppages. The number of man-days lost is one million man-days lower than the 1970 level and down about four million man-days from the 1969 level. (For more detailed strike data see tables 4 and 5 Appendix B).

Table 3

Work Stoppages and Man-Days Lost in Ontario, 1969-1971

Industry	Work Stoppages			Man-Days Lost		
	1971 <sup>P</sup>	1970	1969	1971 <sup>P</sup>	1970	1969
All Industries	192	215	238	1,344,830	2,547,210	5,318,770
Manufacturing	131	127	143	1,013,830	2,318,570	2,118,350
Non-Manufact- uring	41	46	46	125,920	88,610	1,840,070
Construction	20	42	49	205,080	140,030	1,360,350

Source: Canada Department  
of Labour

P - Preliminary data

The decline in man-days lost is especially noteworthy in construction where the number of man-days lost through work stoppages in 1971 was more than one million man-days lower than the number lost in 1969 (the last major bargaining year). In 1969, lockouts in major urban centres occurred and about 1.3 million man-days were lost; despite increased bargaining in 1971, only 205,800 man-days were lost. The number of man-days lost in 1971 is slightly higher than the number lost in 1970's off-year bargaining when about 140,000 man-days were lost due to work stoppages in construction industry negotiations, involving about one-half the number of agreements negotiated in 1971.

As in years past, a few work stoppages have accounted for a large proportion of the number of man-days lost. This continued to be the case in 1971, when 31.8 per cent of the man-days lost resulted from strikes against three major employers; Douglas Aircraft, the Ontario Steel Erectors Association and Dominion Glass.

To place the time lost through work stoppages in perspective, the total number of man-days lost during 1971 represents 0.2 per cent of the total number of possible man-days for the Ontario non-agricultural paid work force during the year, as compared to 0.4 and 0.8 for 1970 and 1969 respectively. This is down from the peak of 1969 and can be compared to the 1960 to 1969 all Canada average of 0.2 per cent. It is also important to note that about 95 per cent of contract settlements in Ontario during 1971 occurred without resort to a work stoppage.

A slight increase in bargaining activity occurred during 1971. The Research Branch Collective Agreements Library recorded 3,213 contracts negotiated during 1971 compared to 3,076 negotiated during 1970. Reflecting the slight increase in bargaining activity, the workload of the Conciliation and Mediation Services Branch increased slightly during the year. At the conciliation officer stage, 2,257 disputes involving some 226,208 employees were handled during the year as compared to 2,199 disputes involving 318,520 employees in 1970. Table 7 in Appendix B indicates the number of disputes disposed of during the year. Of the 2,024 disputes disposed of at the conciliation officer stage, 881 were settled with the officers' assistance. Only one dispute handled during the period was referred to a conciliation board, reflecting the Department's continuing policy of placing more emphasis on the conciliation officer stage and voluntary mediation after a "no-board" report by the conciliation officer.

Mediators were requested to enter 266 disputes during the year and 22 disputes were carried over from the previous year. These disputes involved about 60,000 employees as compared to 223 disputes covering 68,000 employees for 1970.

The Department's mediation staff continued to assist in the settlement of a large proportion of disputes which they were requested to enter. Of the 230 cases disposed of, mediators were asked to intervene in 198 disputes in the face of a possible work stoppage. Of these cases, 131 were settled with mediation assistance without resort to work stoppages. In 50 of these cases, work stoppages actually occurred and the mediators were able to settle 35 disputes after the work stoppages began. In 68 other cases, mediation assistance was requested after a strike had begun and the mediators were able to assist in the settlement of 46 of these cases.

#### Major Bargaining Situations

The following section provides a brief description of some of the major bargaining situations which occurred during 1971.

Some of the more significant bargaining patterns are identified and characteristics of some of the patterns are examined.

### Construction

During the past few years, contractors concerned over the size of wage settlements, have attempted different bargaining tactics and structures to alter the balance of negotiating power between themselves and the craft unions in the industry. In 1969, some of the employer associations attempted to use lockouts; in Hamilton and Windsor, it was announced that a strike by any union would result in a general lockout. In Toronto, it was announced that a lockout would last until all trades negotiating during the year had signed a new agreement. However, because employees were able to pick up other employment and employer associations were not cohesive, the result was not only large wage increases, but also over 1.3 million man-days lost in work stoppages.

In order to improve the contractors' bargaining power in subsequent negotiations, the Ontario Federation of Construction Associations (OFCA) requested the Ontario government to include provisions for a system of accreditation in the Labour Relations Act. Accreditation is a device which grants exclusive bargaining rights, covering every employer operating within a division of the industry, to an association representing a majority of contractors employing a majority of employees in the division. In February of 1971, a bill containing accreditation legislation and other changes to the Labour Relations Act was proclaimed.

The accreditation legislation was passed too late to be used in 1971 bargaining; by the end of the year only three employers' associations were accredited. However, the unions were opposed to the accreditation system and were willing to discuss alternate forms of bargaining with employer groups. In January 1971, a tentative agreement between OFCA and the Ontario Building Trades Council (OBTC) was reached which supported, in principle, one-year extensions of collective agreements expiring in 1971. These extensions would permit OFCA to develop machinery for province-wide bargaining. With most construction contracts due to expire about the same time in 1972, bargaining could then take place on a trade-by-trade basis on a province-wide basis. However, actual acceptance of provincial bargaining was not in the hands of OBTC and OFCA, rather acceptance was in the hands of the local unions and employers' associations.

From the beginning there were problems; it was clear that local unions, in some locations, would not agree to the scheme and the price tag to get other locals to agree was unknown. Optimism was generated in January when representatives of 47 carpenters' locals

endorsed the plan. This optimism began to fade in February when Toronto plasterers signed a two-year agreement providing a wage increase of \$1.20. This settlement was followed in March by another two-year agreement which provided a 40 per cent increase over the life of the contract for London sheet metal workers. The size of this settlement led to a special investigation by the Prices and Incomes Commission. It was feared that the London sheet metal agreement might create a pattern. But new life was breathed into hopes for provincial bargaining when a carpenter's agreement, which was backed by the international union and expected to set a provincial pattern, was signed in Toronto extending the previous agreement for 12 months and providing a 68¢ increase. Toronto bricklayers also signed a one-year agreement and other locals of the carpenters and the bricklayers began to sign one-year agreements. However, contractors seemed unwilling to incur strikes to force the issue of provincial bargaining, and resistance to one-year agreements was especially strong in Windsor, Hamilton and Ottawa.

The results of this attempt to create provincial bargaining were mixed. Of the major 1971 construction agreements, affecting 200 or more tradesmen, some 30 agreements affecting 29,673 tradesmen provided for a term of one-year; while some 45 agreements affecting 32,714 tradesmen provided for a term of two-years or three-years. Not only was there difficulty in getting one-year agreements, but wage increases continued at high levels.

Table 4 indicates the weighted average 1971 increases for some of the major construction trades on a trade-by-trade basis.

Table 4

Weighted Average Annual Increase in Base Wage Rates Established by  
Collective Bargaining Settlements Covering 200 or more Ontario  
Tradesmen Negotiated During 1971 by Trade

Trade	Per Cent	Cents
All Trades	13.7	72.9
Bricklayer	9.0	51.1
Carpenter	11.1	64.1
Electrician	12.8	81.7
Labourer	15.3	64.0
Painter	13.2	67.0
Plumber	12.4	77.5
Sheet Metal Worker	14.3	82.8



## Manufacturing

In the manufacturing sector of the economy, continuation of the "auto round" and bargaining with auto parts and product producers was a major theme. The pattern auto settlement was established at General Motors in 1970, and spread to other auto firms during 1971. Settlements were reached with Ford and Chrysler after short strikes by Ford's office and production and Chrysler's office employees.

Notable features of the auto pattern were:

- A wage increase of about \$.74 per hour for assemblers over three years.
- Adjustments to the cost-of-living payments to maintain parity between U.S. and Canadian workers. This was necessary because the cost-of-living increased more rapidly in the U.S. than in Canada.
- Removal of the "cap" which limited the amount of cost-of-living payments during the life of a contract.
- A modified "30 and out" pension plan which permits retirement at age 58 after 30 years of service.
- Two additional holidays providing a continuous holiday between Christmas and New Year's Day.

The settlement with American Motors Corporation (AMC) contained concessions made to the firm by the UAW because of the firm's market position. While the wage increases were similar to the other auto settlements, the timing and size of some of the benefits in the AMC contract made the immediate cost of the settlement easier for the firm to manage. A further concession involved the term of agreement; the AMC contract provided for an effective term of four years while the other auto agreements provided for a term of three years.

Bargaining at Douglas Aircraft was related to the auto round since the UAW set, as a goal, wage and benefits increases similar to those granted by the auto firms. Early in the negotiations the firm put up stiff resistance to increases in wages, and, in response, the employees went out on a strike that was to become the year's most costly in man-days lost. After stormy negotiations, the international union forced the reluctant membership of the local union to accept an agreement which was in line with the auto settlements on wage increases, cost-of-living and holiday provisions.

Closely related to the auto round bargaining were farm implement negotiations, which occurred against a backdrop of declining



profits due to reduced prices for agricultural commodities. At Massey-Ferguson the UAW announced, as a goal, wage increases similar to those negotiated with the auto firms, but, after the company allowed the union to audit its books, the union accepted an 18 month contract with a 6.7 per cent wage increase spread over the term of the agreement. Changes in the cost-of-living provision reflected the UAW policy of removing the "caps" on cost-of-living provisions.

In bargaining between International Harvester and the United Steelworkers of America, the union set wage increases similar to those in the auto round as a goal. Bargaining was difficult and one of the most costly strikes of the year occurred. The wage settlement was substantial but not as large as those negotiated by the auto firms. One interesting aspect of this settlement was the inclusion of guaranteed cost-of-living payments and "caps", while other auto-related settlements had traded the guarantees for the removal of the "caps".

The triennial negotiations for tire manufacturers began when the United Rubber Workers, faced by the prospect of a plant shutdown at Dunlop's tire plant, accepted a twelve month extension of their contract. A pattern settlement for the rest of the tire manufacturers was established at Firestone in Hamilton after an eight day strike by 12,000 employees. This pattern settlement was followed in the next few months by settlements with Goodyear, B.F. Goodrich, Uniroyal and several smaller firms, with the exception of a settlement at Gates Rubber where a lower increase was agreed to after a five week strike.

One of the important features of the rubber pattern was the emphasis placed on early retirement provisions during negotiations. Under the terms of the pattern settlements, it is possible for an employee to retire, at full pension, with 37 years service at age 55.

Bargaining with the can manufacturers opened an important round of steelworker negotiations that will be used as benchmarks in negotiations that will culminate in the 1972 basic steel industry negotiations. The can industry in the U.S., where the pattern was set, was closed down by strikes this year and Ontario workers went out with their American counterparts. A settlement was reached at Continental Can after two weeks of strikes and American Can settled on the pattern without resort to a strike.

The reason that these settlements are important is the size of the overall increases. The wage increases plus the guaranteed cost-of-living increases total one dollar over the three-year term of the agreements. Two things should be noted about the pattern settlement. First, a new cost-of-living provision was included in the settlement.

For many years the steelworkers have preferred to take wage increases that anticipated increases in the cost-of-living, rather than include cost-of-living provisions in their agreements. However, the recent rapid inflation has increased the pressure on the union to include these provisions. Second, like the settlement at International Harvester this settlement included both "caps" and guaranteed increases in the cost-of-living at a time when many other agreements removed these provisions.

A pattern for negotiations with petroleum refineries was set by an agreement between Gulf Oil Canada at Clarkson and the Oil Chemical and Atomic Workers, and the pattern spread to refineries operated by Shell, B.F. and Texaco. As in other industries, recently, the refinery negotiations placed emphasis on early retirement plans. For example, the Gulf agreement provides for early retirement under the "magic number formula", that is, when the total of an employee's age and years of service reach some predetermined number, (eighty at Gulf) the employee may retire.

Negotiations at the Toronto Telegram ended when the company announced that it would cease publication and lay off its 1,200 employees. During negotiations, the unions suggested that the Telegram match increases negotiated earlier at the Toronto Star, but payment of the increases would be deferred. The unions would have borrowed the money necessary to pay the increases to the membership, using the newspapers assets as security, and the newspaper would repay the union loan at some future date. This proposal was not acceptable to the newspaper and the company ended its 95 year history of newspaper publication.

### Non-Manufacturing

A high level of bargaining activity in the non-manufacturing sector continued in 1971, and some especially noteworthy situations took place involving employees in transportation services and those directly or indirectly employed by governments.

The railroad sector of transportation was plagued by the difficulty of co-ordinating several sets of negotiations in a multi-union setting. In this round, the non-operating railroad unions (non-ops), shopcraft unions, and Brotherhood of Locomotive Engineers were negotiating agreements. Traditionally, the "non-ops" have been the pattern setter, but in this round, federal mediators unsuccessfully attempted to get the shopcraft unions to settle before the non-operating unions, whose negotiations had reached an impasse. The mediators returned to the non-operating unions negotiations and were able to assist in the creation of a pattern settlement which was followed by the "Engineers" (who had started a booking off campaign which tied up rail transportation in Western Canada and parts of Ontario) and the shopcraft unions.

Transportation was also slightly disrupted by Air Canada's difficulty in negotiations. Early in the year, Canadian Pacific Airlines settled with the International Association of Machinists (IAM) in a pattern setting agreement which provided wage increases over a twenty-six month agreement. Air Canada attempted to match this pattern in their negotiations with the IAM but an impasse developed over the length of the contract. After some rotating strikes and the assistance of federal mediators, a compromise agreement was worked out which granted the same increases that were gained at CP over twenty-five months. This compromise agreement brings the expiration of CP and Air Canada agreements to within a month of each other.

One of the most important bargaining situations in transportation occurred between the Motor Transport Industrial Relations Bureau and the Teamsters. The two parties were able to work out an agreement in the face of a province-wide trucking strike by 8,000 teamsters. The central issue in dispute was wage parity with drivers in the Central States region. The previous agreement between the parties promised wage parity by the end of the agreement to be negotiated in 1971. When this provision of the contract was negotiated, in 1968, the difference between Central States and Ontario drivers was about \$.13 but because of large wage increases in the U.S., the gap had increased to over \$2.00. The companies represented by the Bureau, faced by declining revenue because of the declining amounts of freight being shipped and other economic conditions, would not grant these increases.

In post-conciliation-board-bargaining and after some wildcatting, the Bureau and the Teamsters were able to come to an agreement. The settlement did not grant parity but spread a \$1.50 wage increase over the three year life of the contract.

One of the longest transportation strikes involved over 400 employees of the Hamilton Street Railway. This strike resulted in an estimated 70,000 Hamilton area commuters walking, bicycling and forming car pools, to replace bus service. During the dispute, the suggestion was made by members of the city council that the dispute be sent to binding arbitration, but this suggestion was rejected by the Board of Control. After two and one-half months, a settlement of the dispute was reached with the assistance of provincial mediators, which provided bus drivers with a \$.76 increase over two years and premium pay for non-scheduled bus drivers.

Despite difficult negotiations, no major communication disruptions occurred in 1971. The CBC and about 4,000 employees, represented by CUPE, ARTEC and the American Newspaper Guild, engaged in protracted negotiations (some of the employees had been without a contract since December 31, 1969). After a pattern setting agreement



was created with ARTEC, CUPE briefly staged rotating strikes to put pressure on the corporation. In April, both CUPE and the Guild settled with the corporation on terms similar to the ARTEC agreement which included major advances in benefits. For example, these agreements included for the first time a provision which required the corporation to pay part of the medicare premiums for the employees. These agreements may set the pattern for the 1972 CBC negotiations with some 40,000 technicians.

A noteworthy development arising from this round of negotiations is the merging of ARTEC and units represented by CUPE to form one communications union within the structure of CUPE. This will mean that in the next negotiations, three years hence, the corporation will bargain with one union for both production and clerical employees.

A potential strike by Ontario and Quebec switchboard operators at Bell Telephone was avoided when federal mediators helped the parties reach agreement shortly before an announced strike deadline. The announced bargaining goals of the Traffic Employees Association (TEA) were wage parity with the switchboard operators in British Columbia and job security issues, but difficulty in reaching these goals had led the negotiations to the conciliation board stage. While the conciliation board was holding hearings, some wildcat strikes occurred. The conciliation board was unable to bring about a settlement and federal mediators intervened in the case. An agreement was created in a 48 hour bargaining session before the legal strike deadline was reached.

While the settlement did not result in parity with the British Columbia operators, rates were restructured in such a way that, at the termination of the contract, less of a disparity between operators within the province will exist. The union was also able to negotiate some limitations on the amount of switchboard work that supervisors are permitted to do.

The same difficulties that plagued bargaining for Toronto's Secondary School teachers in 1970 continued in 1971. In the 1970 round, teachers were unable to reach agreement with the Board of Education and worked without an agreement on terms established by the Board's last offer. In 1971, the teachers in some boroughs took up a work to rule programme after rejecting an offer made by the Board of Education in April. Finally an agreement was reached in May and the first wage agreement in two years was signed by Metro's secondary school teachers. Two features of the agreement were:

- Inclusion of an optional borough-wide merit pay scheme.
- A cost-of-living allowance that would provide payments amounting to \$100 for a five point increase in the consumer price index.

In hospital bargaining, where employees do not have the right to strike, a significant development in the structure of bargaining occurred in 1971. Seven Toronto area hospitals agreed to joint arbitration of their collective bargaining agreement with the Service Employees' International Union (S.E.I.U.). Two things are significant about this move. First, it was a large step toward regional bargaining structures for service employees in hospital bargaining. Second, the method of dealing with the master as opposed to local issues was unique. The arbitration board ruled on master items first and remained available to rule on local issues in the event of a subsequent impasse. This settlement is of further interest since Toronto hospital rates generally have some influence on bargaining throughout the province.

Some of the features of this arbitration award, affecting some 2,400 employees, were:

- Wage rates for the benchmark occupations for all the hospitals were equalized. In order to accomplish the equalization of wages, wage increases averaged about 20.0 per cent over the two year life of the contract.
- Similar employee benefits for all of the seven agreements.
- A common expiration date for all of the seven agreements that resulted from the arbitration.

While the settlement at Toronto made use of the arbitration machinery set up under the Hospital Labour Disputes Arbitration Act, general use of arbitration declined from the peak level of 1970. During the year ending July 31, 1971, arbitration was used to settle fifteen per cent of the contract negotiations; this compares to 25 per cent of the contract settlements through arbitration for the same time period during 1970.

Another group of employees without the right to strike are policemen. The wage differentials between police departments narrowed during 1971, partly because of uniform rates negotiated for police departments reorganized under new regional governments. The creation of uniform rates was difficult and expensive. For example, the 1971 negotiations for the Regional Municipality of York consolidated 13 previous contracts and the wage increases ranged from 8.1 per cent to 40.4 per cent.

In Metro Toronto, the police were unable to come to agreement and took the negotiations to binding arbitration. When the arbitration award changed the sick leave provisions, so that policemen injured in the line of duty must use a portion of their sick leave credits to cover time off and granted a wage increase which was less than half of the police wage demand, the police planned a protest against the arbitration system. The protest took the form of an



unofficial announcement that the police would not enforce "revenue producing" laws such as parking violations.

Reorganization of local governments also caused difficulties in negotiations with other municipal workers. One of the most difficult settlements achieved during 1971 was with the Regional Municipality of Niagara. With the reorganization of government that occurred January 1, 1971, negotiation required the consolidation of 20 separate collective agreements. Most of these agreements had different rates and working conditions, making the consolidation into one agreement with parity for all employees difficult.

During the year, ten bargaining units of federal civil servants voted to use the conciliation-strike option available to them under the Public Service Staff Relations Act. Previously, the employees in these units, totalling 54,000 employees, had elected to make use of arbitration machinery in lieu of the strike option. There are currently 16 other units which have also opted for the strike-conciliation route. In total, the units that have opted out of the arbitration process represent about 94,000 of the 198,000 federal civil servants. However, the right of strike for some of the employees is only academic since some employees, such as correctional officers, have been designated as providing essential services and are not allowed to strike.

One group of employees who would be allowed to strike since they are not considered to be providing an essential service are the tradesmen. This group of 20,000 voted to opt for the conciliation-strike route after experiencing frustration with the arbitration system. After long negotiations, the tradesmen and the Treasury Board reached the arbitration stage and tradesmen presented extensive wage comparisons to tradesmen with non-government employers. The board of arbitration refused to deal with the outside comparisons and issued a flat 6.0 per cent wage increase. Following this award, the tradesmen opted for the conciliation-strike route.

Why have so many civil servants elected the conciliation-strike alternative? There are two non-wage related issues commonly cited for the shift away from the arbitration option. First, there have been problems of delays in the mechanics of arbitration. However, a more important reason is that the scope of bargaining is narrower under arbitration than in pre-arbitration negotiations. The unions feel that the narrower scope of bargaining permits the Treasury Board to cut off negotiation on a topic through the arbitration process.

Ontario's civil servants threatened to engage in rotating strikes after the government announced that a five per cent limit on

wage increases would be imposed. However, the Chairman of the civil service arbitration board made it known that he would ignore the five per cent limit and would not be influenced by the strike threat. In a subsequent arbitration award, 19,000 civil servants in the operational services category were granted a 15.0 per cent wage increase over two years.

The discussion in this report has highlighted only a few of the patterns found in bargaining during 1971. The following appendix outlines changes in employee benefits in greater detail. A second appendix presents tables on bargaining activity and average annual increases in base wage rate for a wide-range of industries.

## APPENDIX A



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## APPENDIX A

This appendix describes changes to some of the major employee benefits established by non-construction collective bargaining agreements, covering 200 or more Ontario employees, negotiated during 1971. In all, 366 contracts covering 200 or more employees were analyzed. However, the reader should note that data in the tables report only those provisions in which benefits levels were altered or introduced for the first time. It should also be noted that the reported level of a particular benefit refers to the level effective during the last year of the contract. Figures for employee coverage and number of agreements presented in tables in Appendix A do not match similar figures in Appendix B because of differences in collection. For example, a settlement covering 150 full-time workers and 150 part-time workers under two contracts, would be included in wage data as a settlement with two contracts, but would not be included in the benefit analysis since neither contract covers 200 employees.

### Paid Vacations

Vacation provisions were changed in 242 of the 366 agreements analyzed. Table 1A displays new service requirements for three, four, five and six-week vacations. The most common service requirements established in 1971 were the following: three-weeks after eight years, four-weeks after fifteen years, five-weeks after thirty years. There were not enough six-week vacation provisions to establish a pattern. A large number of agreements provide three-week vacation with service requirements ranging between five and eight years.

Table 1B displays reductions in service requirements for each level of vacation benefit. Two year reductions in service requirements were the most common reductions for both three and four-week vacations. The introduction of five-week vacations in 67 agreements was a continuation of a trend, first noted in 1970, when 32 agreements out of the 347 analyzed introduced this provision.

### Paid Holidays

The number of paid holidays was increased in 152 of the 366 agreements analyzed. Table 2A indicates that two strong patterns developed in paid holiday benefits. One pattern was an increase from nine paid holidays to ten. This was the most frequent change in this benefit provision, occurring in 70 agreements. The move to 12 paid holidays from 11 holidays, which occurred in 21 agreements, was a feature of the auto round bargaining and included the transfer of holidays to the Christmas-New Years' Day period from other times

during the year to create a continuous shutdown between Christmas and New Years' Day.

Table 2B indicates that the most frequent increase in paid holidays was the addition of one day. This occurred in 127 of the agreements analyzed. A number of the agreements provided holidays in the Christmas-New Years' Day period. Of the agreements analyzed, 61 provided holidays during that period.

#### OHSIP and OHSC Premiums

Employee contributions to premiums for OHSIP were increased in 78 agreements analyzed, and 11 contracts introduced employer contributions to the premium. Table 3A indicates that the two most common levels of employer contribution to the OHSIP premium were 75 per cent and 100 per cent. In 75 of the 89 agreements (84 per cent), the employer contributed 75 per cent or more to the premium.

The new proportions of the OHSC premiums paid by the employer were increased in 65 of the agreements analyzed, and 14 agreements introduced employer contributions to the premium. As in the OHSIP contributions, the two most common employer contribution rates were 75 and 100 per cent. Table 4A indicates that 65 of the 78 agreements (83 per cent) analyzed provide for employer contributions for OHSC of 75 per cent or more.

#### Weekly Indemnity Benefits

Tables 5A and 5B describe the new levels of weekly indemnity benefits which were set at fixed amounts in the contracts analyzed. During 1971 this provision was added to two agreements and altered in 53 cases. While there is no particularly strong grouping at one benefit level, the most common weekly indemnity benefit for the fixed amount benefits was \$85 per week. The most common change was \$15 in the weekly benefit.

As was the case for this benefit during 1969 and 1970, weekly indemnity benefits scaled to wage levels were more common than the fixed amount type of benefit. During 1971, there were 72 agreements which provided for weekly indemnity benefits scaled to the wage rates and 55 agreements which provided fixed weekly indemnity benefits. The scaled benefit (see Table 6A) was introduced in three agreements, 17 agreements replaced a sick leave provision with scaled weekly indemnity and the benefits were altered in 52 cases. Table 6A indicates that the most common maximum level of scaled benefits was \$120 per week. The most frequent change to the scaled plans was an increase of \$10 per week in the maximum benefit, (see Table 6B) although an increase of \$15 per week was also common.

Bargaining over weekly indemnity benefits was complex during 1971 because of changes in the Unemployment Insurance Act, which provide sickness and weekly indemnity benefits for fifteen weeks after a two week waiting period. Negotiations to "bridge" the UIC benefits were made more difficult by the requirement that a portion of any monies resulting from changes in these benefits, due to the new UIC benefits, would revert to the employees or, alternatively, would be applied toward other employee benefits. However, it was unclear to many how large the rebates would be, or if there was to be any restriction on the types of other benefits that funds could be directed towards.

#### Life Insurance Benefits

Life insurance with fixed benefits was introduced in 11 agreements during 1971 and altered in 66 agreements. Table 7A indicates that the most common level of benefit was \$7,000, but benefits of \$6,000 and \$8,500 were also prevalent. The most frequent increase in the insurance benefit, indicated on Table 7B, was a \$1,000 increase, but increases of \$1,500 and \$2,000 were also common for the agreements analyzed.

#### Afternoon and Night Shift Premiums

Table 8A describes the new levels of shift premiums paid for afternoon and night shifts. The tables exclude shift premiums which are calculated as a per cent of the employee's wage rate and premiums set at a flat rate, such as \$1.00 per shift. Afternoon shift premiums were added in three agreements during 1971 and altered in 140 agreements. Of the 143 agreements introducing or changing afternoon shift premiums, 111 or about 77 per cent provide for premiums ranging from 6 to 15 cents.

Shift premiums for night work were introduced in three agreements during 1971, and 140 agreements increased the night shift premium. Of the 143 agreements altering night shift premiums, 92, or about 64 per cent, provided premiums ranging between 8 and 18 cents. Table 8B indicates that 113 agreements (79 per cent) provided increases in the afternoon shift premium ranging between one and three cents. Of the 143 agreements providing for night shift premiums, 89, or 62 per cent, provided for increases ranging between one and three cents.

#### Basic Pension Benefits

Table 9A and 9B provide information dealing with minimum basic pension benefits. The basic pension benefits provided for in the agreements analyzed were generally set at flat rates, but in some instances, the pension plans provided for a range of benefits depending upon the employee's wage classification. In such case,



the minimum benefits were included in the tables. Pension plans which provide benefits as a per cent of an employee's earnings have been excluded from the analysis. The benefits listed in the tables refer only to payment for future service.

A wide range of benefit levels is displayed in Table 9A and no strong patterns exist at any particular benefit level. However, ten agreements provided minimum basic pension benefits at \$7.25 and nine agreements provide benefits at the \$7.50 level. These agreements are largely accounted for by settlements in the auto round and auto related bargaining. Of the 58 pension plans analyzed, six were newly introduced and 52 altered the benefit level.

The data in Table 9B indicates that two patterns in the size of increases for pension benefits exist. Increases of \$1.00 and \$1.75 occurred in 26 of the 58 agreements analyzed.

#### Cost-of-Living Allowances

Of the 366 contracts analyzed, 41 agreements previously contained cost-of-living provisions that could have been renegotiated during 1971. In 33 of these the formula for calculation of payments was altered and cost-of-living provisions were introduced in 16 agreements. The most common formula for the calculation of cost-of-living payments was an increase in the cost-of-living payments of one cent if the consumer price index increased by .4 of a point. This formula was found in 24 of the 49 agreements which introduced cost-of-living or changed the formula. Other common formulas provided one cent increases for changes in the CPI of .45 and .46. These formulas were found in seven and four contracts respectively.

Another important change that occurred in connection with the cost-of-living was the removal of "caps" from some of the agreements. The removal of caps occurred in eight contracts during the year. All of these contracts were "auto round" agreements. In these agreements the removal of caps were also associated with the removal of guaranteed cost-of-living payments.



Table 1A

NEW SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Length of Vacation	Years of Service	Employees	Agreements
Three-Weeks	½	520	1
	1	700	1
	2	280	1
	3	1,255	3
	4	1,410	3
	5	19,190	29
	6	14,275	19
	7	8,699	22
	8	37,273	39
	9	2,090	5
	10	1,990	4
	11	260	1
	12	240	1
	13	620	2
	16	320	1
	18	1,080	3
	22	245	1
Four-Weeks	3	778	3
	9	250	1
	10	235	1
	12	3,418	6
	13	1,310	3
	14	1,086	3
	15	78,508	77
	16	4,265	9
	17	6,885	19
	18	21,825	40
	19	950	2
	20	1,026	4
	21	240	1
	25	310	1
Five-Weeks	15	2,680	6
	20	32,017	16
	21	236	1
	22	4,120	7
	23	1,295	4
	24	250	1
	25	13,195	24
	27	237	1
	28	200	1
	30	83,205	34
Six-Weeks	25	2,455	5
	30	1,695	2

Table 2B  
REDUCTION IN SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Reduction in Service	Vacation Period							
	Three-weeks		Four-weeks		Five-weeks		Six-weeks	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
1/2 Year	520	1						
One Year	11,817	30	7,574	19	470	2		
Two Years	55,860	63	29,741	53	6,795	10		
Three Years	15,639	21	51,624	50	2,757	5		
Four Years	2,841	6	4,331	8				
Five Years	800	3	26,555	28	4,587	10		
Six Years			235	1	235	1		
Seven Years			700	2				
Eight Years					310	1		
Nine Years	225	1						
Ten Years			270	1				
New	4,395	9	5,120	12	122,286	67	4,150	7

Table 2A  
NEW NUMBER OF PAID HOLIDAYS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Previous Number of Paid Holidays	New Number of Paid Holidays															
	8		9		9½		10		10½		11		11½		12	
	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b
7	300	1														
8			9,696	13			2,130	3								
9					1,735	4	61,468	70	294	1	475	2			200	1
9½					210	1										
10							1,200	5	1,645	3	11,551	19	550	1	9,910	2
11													548	2	24,309	21
12																
Total	300	1	9,696	13	1,945	5	64,798	78	1,939	4	12,026	21	1,098	3	34,419	24
															2,090	3
															2,090	3

a Employee coverage  
b Number of agreements

Table 2B

INCREASES IN THE NUMBER OF PAID HOLIDAYS ESTABLISHED BY  
NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
$\frac{1}{4}$ day	210	1
$\frac{1}{2}$ day	4,848	13
1 day	109,414	127
$1\frac{1}{2}$ days	844	2
2 days	12,515	7
3 days	200	1
Total	128,031	151





Table 3B

INCREASES IN LEVEL OF EMPLOYER CONTRIBUTION TO PREMIUMS FOR OHSIP  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING  
AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
4%	530	2
5%	500	1
8%	425	2
8 1/3%	8,985	24
10%	1,440	4
13 1/3%	510	2
15%	2,220	6
16 2/3%	1,685	4
20%	245	1
23 1/3%	517	2
25%	5,387	11
26%	500	2
30%	1,100	1
33 1/3%	4,470	9
40%	270	1
42%	210	1
50%	2,714	7
66 2/3%	1,030	2
75%	313	1
100%	2,306	6
Total	35,357	89



Table 4B

INCREASES IN EMPLOYER CONTRIBUTION TO PREMIUM FOR OHSC  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
5%	500	1
8 1/3%	9,855	25
10%	1,650	5
13 1/3%	510	2
16 2/3%	1,205	3
20%	245	1
23%	300	1
23 1/3%	517	2
25%	3,236	7
30%	1,310	2
33 1/3%	3,995	8
40%	270	1
50%	4,094	11
66 2/3%	1,510	3
75%	553	2
100%	1,910	5
Total	31,660	79

Table 5A

NEW LEVEL OF WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN  
1971 IN ONTARIO

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Weekly Indemnity Benefits	Employees	Agreements
\$30.00	250	1
\$40.00	200	1
\$50.00	1,175	4
\$55.00	650	3
\$58.00	200	1
\$60.00	460	2
\$65.00	1,200	2
\$70.00	2,330	6
\$75.00	2,965	6
\$77.00	1,000	1
\$80.00	21,058	2
\$82.00	6,376	4
\$85.00	6,980	11
\$86.00	275	1
\$90.00	4,120	6
\$93.00	1,385	1
\$95.00	1,340	3
Total	51,964	55

Table 5B

INCREASE IN WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
\$5.00	5,845	10
\$7.00	1,000	1
\$8.00	200	1
\$10.00	3,635	9
\$15.00	7,305	15
\$17.00	671	2
\$18.00	1,385	1
\$20.00	25,333	10
\$22.00	5,705	2
\$25.00	460	2
\$40.00	200	1
\$55.00	225	1
Total	51,964	55



Table 6A

NEW LEVEL OF MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS  
ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR  
MORE EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Maximum Weekly Indemnity Benefits	Employees	Agreements
\$50.00	300	1
\$60.00	2,218	7
\$65.00	1,099	5
\$68.00	310	1
\$70.00	1,820	6
\$70.50	350	1
\$75.00	1,771	5
\$80.00	1,113	4
\$85.00	1,645	2
\$90.00	1,414	4
\$91.00	210	1
\$95.00	493	2
\$100.00	2,742	6
\$110.00	861	3
\$120.00	5,655	12
\$122.00	260	1
\$123.00	3,000	1
\$130.00	3,110	3
\$136.50	225	1
\$140.00	440	1
\$155.00	25,735	5
Total	54,771	72

Table 6B

INCREASES IN MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS  
ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR  
MORE EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
\$5.00	210	1
\$6.00	675	1
\$8.00	310	1
\$10.00	7,219	19
\$10.50	575	2
\$12.00	960	2
\$13.00	3,000	1
\$15.00	29,540	15
\$20.00	3,025	8
\$25.00	475	1
\$30.00	1,515	4
\$35.00	210	1
\$40.00	400	2
\$45.00	1,125	1
\$60.00	552	2
\$120.00	4,980	11
Total	54,771	72

Table 7A

NEW LEVELS OF LIFE INSURANCE BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN  
1971 IN ONTARIO

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Life Insurance Benefit	Employees	Agreements
\$2,000	565	2
\$3,000	630	1
\$4,000	1,483	6
\$4,500	28,084	7
\$5,000	2,280	5
\$5,750	200	1
\$6,000	3,067	11
\$6,500	610	2
\$7,000	7,110	15
\$7,500	1,590	2
\$8,000	485	2
\$8,500	7,950	10
\$8,600	275	1
\$9,000	4,265	6
\$10,000	790	2
\$10,850	440	1
\$20,000	662	2
\$30,000	296	1
Total	60,782	77

Table 7B

INCREASE IN LIFE INSURANCE BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING  
AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
\$500	1,650	5
\$1,000	6,655	20
\$1,500	29,333	13
\$1,700	440	1
\$1,750	200	1
\$2,000	12,275	14
\$2,500	1,940	5
\$3,500	671	2
\$4,000	1,842	3
\$7,000	4,730	10
\$8,000	500	1
\$10,000	546	2
Total	60,782	77

Table 8A

NEW AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Hourly Premium (Cents)	Afternoon Shift		Night Shift	
	Employees	Agreements	Employees	Agreements
	No.	No.	No.	No.
6	1,455	3	-	-
8	1,630	3	275	1
9	840	2	540	1
10	9,776	17	1,685	3
11	2,350	4	-	-
12	7,837	23	2,735	6
12.5	11,121	9	259	1
13	1,875	8	704	3
14	5,915	13	1,565	7
15	13,075	29	12,216	25
16	1,393	5	4,240	9
17	2,847	7	11,002	26
17.8	225	1	-	-
18	1,965	3	4,290	10
18.5	-	-	10,872	8
19	900	1	493	2
20	7,665	11	7,880	17
21	215	1	518	2
22	-	-	1,539	4
22.5	650	2	578	3
24	6,200	1	900	1
25	-	-	3,598	5
26	-	-	1,665	2
28	-	-	900	1
31	-	-	6,200	1
32	-	-	237	1
35	-	-	2,770	3
40	-	-	500	1
Total	77,934	143	78,161	143



Table 8B

CHANGES IN AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY  
NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN  
1971 IN ONTARIO

Change in Premium (Cents Per Hour)	Afternoon Shift		Night Shift	
	Agreements	Employees	Agreements	Employees
	No.	No.	No.	No.
1	41	19,597	15	5,845
2	44	15,666	35	13,082
2.3	1	225	-	-
2.5	9	11,272	5	1,247
3	16	7,265	26	14,855
3.5	-	-	8	10,862
4	5	3,365	19	8,237
5	21	18,065	24	19,140
6	1	250	2	503
7	-	-	1	1,415
7.5	1	259	-	-
8	1	580	-	-
9	-	-	1	313
10	2	910	3	1,010
15	-	-	1	700
17	1	480	-	-
18	-	-	1	480
Total	143	77,934	143	78,161

Table 9A

NEW MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

Minimum Benefit	Employees	Agreements
\$2.00/Mo./Yr. of service	350	1
\$2.50/Mo./Yr. " "	310	1
\$2.80/Mo./Yr. " "	275	1
\$3.00/Mo./Yr. " "	210	1
\$3.25/Mo./Yr. " "	200	1
\$3.50/Mo./Yr. " "	860	2
\$4.00/Mo./Yr. " "	840	2
\$4.50/Mo./Yr. " "	442	2
\$4.75/Mo./Yr. " "	300	1
\$5.00/Mo./Yr. " "	1,034	4
\$5.25/Mo./Yr. " "	225	1
\$5.50/Mo./Yr. " "	1,920	4
\$6.00/Mo./Yr. " "	200	1
\$6.25/Mo./Yr. " "	260	1
\$6.50/Mo./Yr. " "	2,985	6
\$6.75/Mo./Yr. " "	750	1
\$7.00/Mo./Yr. " "	500	1
\$7.25/Mo./Yr. " "	29,300	10
\$7.50/Mo./Yr. " "	7,830	9
\$8.00/Mo./Yr. " "	690	1
\$8.50/Mo./Yr. " "	3,268	2
\$400.00/Mo. (Flat Rate)	2,630	5
Total	55,379	58

Table 9B

INCREASE IN MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1971 IN ONTARIO

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Increase	Employees	Agreements
\$ .45/Mo.	275	1
\$ .50/Mo.	1,910	5
\$ .75/Mo.	290	1
\$1.00/Mo.	5,177	12
\$ .20/Mo.	1,000	1
\$1.25/Mo.	200	1
\$1.40/Mo.	500	1
\$1.50/Mo.	2,624	6
\$1.60/Mo.	750	1
\$1.70/Mo.	300	1
\$1.75/Mo.	32,655	14
\$2.00/Mo.	4,743	4
\$2.50/Mo.	765	1
\$3.25/Mo.	200	1
\$6.25/Mo.	260	1
\$6.50/Mo.	225	1
\$7.50/Mo.	525	1
\$400.00/Mo. (Flat Rate)	2,630	5
Total	55,379	58

## APPENDIX B





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EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN  
ONTARIO IN 1971 BY INDUSTRY AND DURATION OF AGREEMENT<sup>1</sup>

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Industry	All Agreements		One-Year <sup>2</sup> Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	380,578	500	66,161	80	172,447	275	141,970	145
Manufacturing	113,983	225	6,546	18	41,722	117	65,715	90
Food and Beverage	6,004	17	-	-	3,441	13	2,563	4
Tobacco	475	1	-	-	475	1	-	-
Rubber	7,602	12	500	1	234	1	6,868	10
Leather	2,030	5	-	-	1,430	3	600	2
Textiles	4,841	14	845	2	3,796	11	200	1
Knitting Mills	1,315	5	-	-	225	1	1,090	4
Clothing	3,350	3	-	-	-	-	3,350	3
Wood	1,100	5	-	-	1,100	5	-	-
Furniture and Fixture	700	3	-	-	500	2	200	1
Paper and Allied	3,375	11	875	2	2,500	9	-	-
Printing and Publishing	3,392	10	275	1	3,117	9	-	-
Primary Metals	3,270	6	1,085	2	2,250	1	1,935	3
Metal Fabricating	5,747	16	225	1	2,171	9	3,351	6
Machinery	7,738	16	606	3	4,530	6	2,602	7
Transportation Equipment	40,890	42	1,300	3	2,430	4	37,160	35
Electrical Products	10,866	27	835	3	5,945	14	4,086	10
Non-Metallic Mineral Products	5,478	16	-	-	4,178	14	1,300	2
Petroleum and Petroleum Products	350	1	-	-	350	1	-	-
Chemical and Chemical Products	3,030	5	-	-	2,820	4	210	1
Miscellaneous Manufacturing	2,430	10	-	-	2,730	9	200	1
Non-Manufacturing (Excluding Construction)	204,208	200	29,942	32	98,211	114	76,055	54
Transportation	45,805	23	-	-	30,094	11	15,711	12
Storage	1,400	1	-	-	1,400	1	-	-
Communication	17,958	6	12,194	3	4,400	1	1,364	2
Electric Power and Gas	3,676	11	-	-	2,176	7	1,500	4
Wholesale Trade	1,503	4	-	-	1,303	4	-	-
Retail Trade	7,561	17	253	1	1,353	5	6,355	11
Finance, Insurance and Real Estate	400	1	400	1	-	-	-	-
Education	7,845	21	2,300	5	4,565	13	980	3
Services to Business Management	2,195	5	-	-	2,195	5	-	-
Health	17,188	40	6,640	11	10,205	28	343	1
Personal Services	3,150	7	-	-	700	1	2,450	6
Provincial Administration	19,000	1	-	-	19,000	1	-	-
Federal Administration	57,987	23	-	-	12,115	16	45,852	7
Local Administration	12,495	23	8,155	11	4,000	9	340	3
Logging	4,705	12	-	-	4,705	12	-	-
Metal Mines	1,160	5	-	-	-	-	1,160	5
Construction	62,387	75	29,673	30	32,514	44	200	1

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Table 2

AVERAGE ANNUAL PER CENT<sup>1</sup> WAGE INCREASES IN BASE RATES ESTABLISHED BY  
COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN  
1971 BY INDUSTRY AND DURATION OF AGREEMENT<sup>2</sup>

Industry	All Agreements	One-Year <sup>3</sup> Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>8.7</u>	<u>11.6</u>	<u>8.7</u>	<u>7.3</u>
<u>Manufacturing</u>	<u>7.1</u>	<u>6.4</u>	<u>7.9</u>	<u>6.7</u>
Food and Beverage	8.1	-	8.9	7.1
Tobacco	11.8	-	11.8	-
Rubber	8.0	0.0	9.2	8.6
Leather	7.2	-	8.3	4.7
Textiles	7.2	10.0	6.6	5.4
Knitting Mills	4.4	-	5.1	4.3
Clothing	6.9	-	-	6.9
Wood	9.0	-	9.0	-
Furniture and Fixtures	6.8	-	7.3	5.4
Paper and Allied	8.4	8.4	8.4	-
Printing and Publishing	10.3	5.2	10.8	-
Primary Metals	6.7	7.1	7.8	6.4
Metal Fabricating	8.7	8.7	8.1	9.1
Machinery	5.6	6.7	5.5	5.5
Transportation Equipment	6.1	3.3	5.6	6.2
Electrical Products	7.2	7.5	7.1	7.3
Non-Metallic Mineral Products	8.6	-	9.7	5.4
Petroleum and Petroleum Products	7.5	-	7.5	-
Chemical and Chemical Products	7.5	-	7.4	9.1
Miscellaneous Manufacturing	9.0	-	9.1	8.0
<u>Non-Manufacturing (Excluding Construction)</u>	<u>8.1</u>	<u>9.7</u>	<u>7.8</u>	<u>7.8</u>
Transportation	8.3	-	7.5	9.7
Storage	9.9	-	9.9	-
Communication	6.2	6.2	5.8	7.2
Electric Power and Gas	7.5	-	7.6	7.4
Wholesale Trade	8.1	-	8.1	-
Retail Trade	10.5	15.2	11.6	10.1
Finance, Insurance and Real Estate	9.0	9.0	-	-
Education	8.5	8.0	8.0	11.9
Services to Business Management	6.2	-	6.2	-
Health	11.3	12.0	11.0	7.8
Personal Services	8.9	-	12.6	7.8
Provincial Administration	7.3	-	7.3	-
Federal Administration	6.6	-	6.0	6.7
Local Administration	11.5	13.4	7.2	15.0
Logging	9.1	-	9.1	-
Metal Mines	5.6	-	-	5.6
<u>Construction</u>	<u>13.7</u>	<u>14.8</u>	<u>12.7</u>	<u>9.7</u>

1. Per cents are expressed in compound terms, weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Table 3

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY  
COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN  
1971 BY INDUSTRY AND DURATION OF AGREEMENT<sup>1</sup>

Industry	All Agreements	One-Year <sup>2</sup> Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>29.8</u>	<u>45.2</u>	<u>32.3</u>	<u>19.7</u>
<u>Manufacturing</u>	<u>21.5</u>	<u>16.9</u>	<u>21.5</u>	<u>22.0</u>
Food and Beverage	24.7	-	25.0	24.2
Tobacco	36.0	-	36.0	-
Rubber	24.9	0.0	22.5	26.8
Leather	14.1	-	16.3	8.9
Textiles	15.9	20.8	15.0	13.0
Knitting Mills	8.3	-	8.6	8.3
Clothing	15.6	-	-	15.6
Wood	24.0	-	24.0	-
Furniture and Fixtures	18.4	-	19.4	16.0
Paper and Allied	22.0	25.0	20.9	-
Printing and Publishing	28.0	10.6	29.5	-
Primary Metals	20.3	22.8	20.0	19.0
Metal Fabricating	26.4	25.0	23.3	28.5
Machinery	17.1	14.9	17.1	17.8
Transportation Equipment	21.8	9.8	16.5	22.6
Electrical Products	18.9	19.0	18.8	19.0
Non-Metallic Mineral Products	26.0	-	28.2	19.0
Petroleum and Petroleum Products	25.5	-	25.5	-
Chemical and Chemical Products	24.4	-	24.3	25.6
Miscellaneous Manufacturing	20.0	-	20.2	18.3
<u>Non-Manufacturing (Excluding Construction)</u>	<u>21.3</u>	<u>27.7</u>	<u>22.3</u>	<u>17.5</u>
Transportation	21.5	-	23.5	17.9
Storage	35.0	-	35.0	-
Communication	14.0	14.5	12.4	14.4
Electric Power and Gas	25.4	-	27.1	23.1
Wholesale Trade	20.0	-	20.0	-
Retail Trade	28.2	25.0	32.9	27.4
Finance, Insurance and Real Estate	30.0	30.0	-	-
Education	23.1	18.1	24.8	26.8
Services to Business Management	14.9	-	14.9	-
Health	25.1	28.9	22.8	18.7
Personal Services	15.8	-	18.5	15.0
Provincial Administration	20.0	-	20.0	-
Federal Administration	16.7	-	20.7	15.7
Local Administration	40.9	49.2	23.7	41.7
Logging	28.0	-	28.0	-
Metal Mines	15.3	-	-	15.3
<u>Construction</u>	<u>72.9</u>	<u>69.1</u>	<u>76.3</u>	<u>66.7</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.



Table 4

## WORK STOPPAGES IN ONTARIO BY INDUSTRY, 1969-1971\*

Industry	Work Stoppages			Workers Involved			Duration in Man-Days		
	1971*	1970	1969	1971*	1970	1969	1971*	1970	1969
All Industries	192	215	238	9,488	81,592	130,899	1,344,830	2,547,210	5,318,770
Manufacturing	131	127	143	63,517	53,251	55,579	1,013,830	2,318,570	2,118,350
Food and Beverages	7	18	19	762	3,665	3,453	27,840	69,420	61,750
Tobacco Products	1	-	-	250	-	-	620	-	-
Rubber	4	3	3	2,194	367	446	14,750	22,450	11,170
Leather	1	2	-	115	347	-	230	4,190	-
Textile	4	2	7	326	381	2,306	12,860	8,550	18,750
Knitting Mills	-	1	1	-	550	55	2,750	10,320	-
Clothing	3	-	1	1,000	-	19	18,430	-	100
Wood	1	3	2	36	109	345	4,180	1,700	5,670
Furniture and Fixtures	3	6	1	519	1,988	176	16,380	19,060	2,380
Paper	4	7	6	1,511	3,993	676	40,630	39,160	7,500
Printing and Publishing	4	5	7	68	659	679	1,830	6,630	14,520
Primary Metals	6	3	11	670	200	23,951	8,950	8,820	1,487,590
Metal Fabricating	18	14	15	2,253	3,223	1,923	98,360	34,850	57,540
Machinery	8	8	7	4,186	1,232	1,848	28,940	40,870	65,500
Transportation Equipment	34	12	25	18,164	26,257	11,336	483,090	1,648,590	91,350
Electrical Products	12	19	17	4,960	6,194	4,920	58,220	279,070	89,090
Non-Metallic Mineral Products	12	12	9	5,334	1,639	1,684	171,410	21,010	55,370
Petroleum and Coal Products	-	1	-	-	11	-	-	310	-
Chemical Products	2	4	5	249	301	716	7,970	6,100	33,750
Miscellaneous Manufacturing	7	7	7	920	2,135	1,045	19,140	105,040	106,000
Non-Manufacturing	61	88	95	15,971	28,341	75,320	331,000	228,640	3,200,420
Agriculture	-	-	-	-	-	-	-	-	-
Forestry	-	-	3	-	-	803	-	-	4,200
Fishing and Trapping	-	-	-	-	-	-	-	-	-
Mines, Quarries and Oil Wells	-	1	10	-	355	20,887	-	7,460	1,726,350
Construction	20	42	49	11,541	22,321	44,417	205,080	140,030	1,360,350
Transportation	4	7	4	542	665	385	25,250	11,340	12,950
Storage	-	-	-	-	-	-	-	-	-
Electric Power, Gas and Water	5	5	7	1,001	1,541	6,239	23,920	30,250	57,300
Trade	15	14	12	2,419	1,127	1,124	38,230	20,080	18,380
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education and Related Services	3	7	3	760	876	1,072	17,200	6,100	15,300
Health and Welfare Services	1	4	1	16	929	23	20	4,470	570
Personal Services	3	3	3	258	313	128	7,780	5,820	2,960
Other Services	2	3	-	165	161	-	920	2,440	-
Public Administration	8	2	3	2,269	53	242	12,600	650	2,060

\*The 1971 data are preliminary.

Source: Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour.

Table 5

WORK STOPPAGES IN ONTARIO DURING NEGOTIATION OF FIRST  
OR RENEWAL AGREEMENT BY INDUSTRY, 1969-1971\*

Industry	Work Stoppages			Workers Involved			Duration in Man-Days		
	1971*	1970	1969	1971*	1970	1969	1971*	1970	1969
All Industries	164	169	190	64,752	59,764	109,461	1,289,510	2,504,330	5,191,410
Manufacturing	113	107	114	50,014	49,122	43,675	964,040	2,307,880	2,092,780
Food and Beverage	7	18	15	762	3,665	1,760	27,840	69,420	58,240
Tobacco Products	-	-	-	-	-	-	-	-	-
Rubber	3	3	3	1,764	367	445	14,320	22,450	11,170
Leather	-	1	-	-	151	-	-	2,720	-
Textile	4	2	5	325	381	1,836	12,860	8,550	18,220
Knitting Mills	-	-	1	-	-	56	-	-	10,320
Clothing	2	-	1	700	-	19	17,000	-	100
Wood	1	2	2	36	77	345	4,180	1,670	5,670
Furniture and Fixtures	3	6	1	519	1,988	176	16,380	19,060	2,380
Paper	4	6	4	1,511	3,923	518	40,630	38,980	7,400
Printing and Publishing	4	5	7	68	659	679	1,830	6,630	14,520
Primary Metal	6	1	10	670	74	23,920	8,950	8,500	1,487,510
Metal Fabricating	17	11	11	2,188	2,370	1,309	98,330	32,560	53,690
Machinery	8	8	4	4,186	1,232	1,168	28,940	40,870	64,130
Transportation Equipment	27	8	17	30,685	25,178	4,207	472,730	1,647,050	80,920
Electrical Products	9	16	14	2,527	6,110	3,925	53,930	278,880	85,660
Non-Metallic Mineral Products	9	9	8	2,903	528	1,649	139,010	19,230	55,330
Petroleum and Coal Products	-	1	-	-	11	-	-	310	-
Chemical Products	2	3	4	249	273	615	7,970	5,960	33,550
Miscellaneous Manufacturing	7	7	7	920	2,135	1,045	19,140	105,040	103,970
Non-Manufacturing	51	62	76	14,738	10,642	65,785	325,470	196,450	3,098,630
Agriculture	-	-	-	-	-	-	-	-	-
Forestry	-	-	2	-	-	153	-	-	950
Fishing and Trapping	-	-	-	-	-	-	-	-	-
Mines, Quarries and Oil Wells	-	1	9	-	355	20,637	-	7,460	1,724,670
Construction	14	22	37	7,384	5,493	36,334	200,170	110,240	1,265,000
Transportation	2	4	2	512	475	261	24,710	10,210	12,450
Storage	-	-	-	-	-	-	-	-	-
Electric Power, Gas and Water	5	4	5	1,001	1,041	5,877	23,920	29,750	56,410
Trade	15	14	11	2,419	1,127	1,009	36,230	20,080	18,260
Finance, Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education and Related Services	3	7	3	760	875	1,072	17,200	6,100	15,300
Health and Welfare Services	-	3	1	-	779	23	-	4,320	570
Personal Services	3	3	3	258	313	178	7,780	5,820	2,960
Other Services	2	2	-	165	130	-	920	1,820	-
Public Administration	7	2	3	2,239	53	242	12,540	650	2,060

\*The 1971 data are preliminary.

Source: Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour.

Table 6

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO  
IN INDUSTRIES OTHER THAN CONSTRUCTION AS  
A PROPORTION OF TOTAL AGREEMENTS IN  
FORCE, 1969-1971

Industry	Employees			Agreements		
	1971	1970	1969	1971	1970	1969
	%	%	%	%	%	%
All Industries	49	51	43	52	54	51
Manufacturing	43	48	35	49	49	53
Food and Beverage	43	55	50	46	49	49
Tobacco Products	23	84	19	20	80	40
Rubber	83	16	15	70	25	33
Leather	65	34	42	61	36	38
Textile	45	55	38	49	48	48
Knitting Mills	83	28	88	56	33	71
Clothing	34	21	57	53	21	28
Wood	61	46	58	60	53	48
Furniture and Fixtures	34	59	28	36	61	34
Paper and Allied	25	81	18	36	72	32
Printing, Publishing and Allied	43	49	34	48	50	48
Primary Metal	17	30	63	47	51	36
Metal Fabricating	42	42	41	47	47	49
Machinery	50	33	36	52	44	46
Transportation Equipment	54	70	14	52	76	43
Electrical Products	33	69	30	54	48	44
Non-Metallic Mineral Products	53	46	50	49	55	39
Petroleum and Coal Products	63	54	100*	80	44	75
Chemical and Chemical Products	48	65	39	55	52	52
Miscellaneous Manufacturing	41	59	37	49	52	54
Non-Manufacturing	57	56	57	55	60	58
Forestry	79	7	78	78	20	69
Mines, Quarries and Oil Wells	9	19	77	43	57	58
Transportation	82	-	-	47	-	-
Storage	54	-	-	50	-	-
Communication	83	-	-	58	-	-
Electric Power, Gas and Water Utilities	35	72	75	66	45	62
Trade	40	74	34	53	55	54
Finance, Insurance and Real Estate	54	56	22	48	55	37
Education and Related Services	52	71	50	57	68	51
Health and Welfare Services	73	54	63	72	59	63
Motion Picture and Recreational Service	18	54	66	22	90	31
Services to Business Management	55	91	13	59	89	63
Personal Services	39	30	55	48	42	61
Miscellaneous Services	59	67	56	52	59	55
Provincial Administration	84	-	-	50	-	-
Local Administration	47	-	-	59	-	-

- Figure not available.

\* This large figure is due to fewer employees in the petroleum and coal products industries being covered by collective agreements in 1969 than in 1969. When the employees affected by settlements made in 1969 are compared to the total covered by agreements in force in 1969, the resulting figure is 94 per cent.

Table 7

VOLUME OF CONCILIATION ACTIVITY - ONTARIO DEPARTMENT OF LABOUR  
1970 - 1971

Stage	Disputes		Employers		Employees	
	1971	1970	1971	1970	1971	1970
Total in Process	<u>2,257</u>	<u>2,199</u>	<u>2,377</u>	<u>2,575</u>	<u>226,208</u>	<u>318,520</u>
Pending beginning of year	250	228	277	250	30,678	23,325
Referred during year	2,007	1,971	2,100	2,325	195,530	295,195
Total Disposed of	<u>2,024</u>	<u>1,949</u>	<u>2,133</u>	<u>2,298</u>	<u>197,509</u>	<u>287,842</u>
Settled by Officer	881	768	928	835	65,945	95,905
Referred to Conciliation Boards	1	5	1	13	8,000	4,426
No Boards	1,109	1,145	1,171	1,410	121,838	184,525
Lapsed	30	30	33	38	1,726	2,683
Mediation in lieu	0	1	0	2	0	303
Pending December 31	223	250	244	277	28,699	30,678









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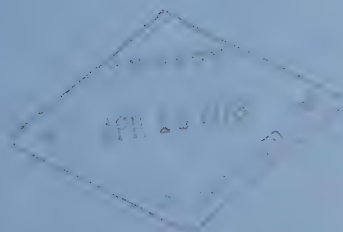
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Ministry of  
Labour

Research Branch

# **COLLECTIVE BARGAINING IN ONTARIO 1972**





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COLLECTIVE BARGAINING IN ONTARIO

1972

by

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Ontario Ministry of Labour

Toronto, Ontario

March 1973

Hon. Fernand Guindon  
Minister

Mr. R. D. Johnston  
Deputy Minister





## COLLECTIVE BARGAINING IN ONTARIO - 1972

In this report, major collective bargaining negotiations and trends occurring in 1972 are highlighted. Particular attention is paid to several long and sometimes bitter strikes, as well as interesting developments in the methods used in resolving public sector disputes. To provide background, the general level of economic activity and wage rate trends are described at the outset. In addition, the report includes two appendices - one on employee benefits established through collective bargaining, a second containing detailed tables relating to bargaining activity and resultant wage increases, and work stoppages.

### The Bargaining Climate

The expansion in the Ontario economy, which began in 1971, continued throughout 1972. Major economic indicators corroborate the expansionary movement. (See Table 1). Gross Provincial Product increased by \$4.1 billion (as measured in current dollars) over 1971, a rise of 10.8 per cent. In real terms, this was an increase of 5.8 per cent. Total private and public investment surged upwards by 9.5 per cent to \$8.1 billion in 1972 from \$7.4 billion in 1971. Along with the upsurge in investment activity, personal income also rose, and retail sales jumped by 10.1 per cent over their 1971 level.

The labour force has been growing rapidly in recent years, usually at a more rapid rate than employment. However, in 1972, employment increased by 4.5 per cent, the largest percentage jump in the past ten years, and 0.4 per cent more than the corresponding labour force growth. As a result there has been some moderation in unemployment, with the rate falling to 4.8 per cent in 1972 compared with 5.2 per cent in 1971. This rate is still above the 4.3 per cent recorded in 1970 and is clearly high by historical standards.

The general expansion of the economy was marred by developing inflationary pressures. The implicit price index rose by 4.5 per cent in 1972 compared to 3.8 per cent in 1971. Once again events confirm at least a short-run "trade-off" problem. Policy-makers face a dilemma in that gains in reducing unemployment seem to go hand in hand with price inflation. Even the marginal tightening of labour market conditions in 1972 was accompanied by a marked acceleration in the rate of price increase.

Table 1

The Ontario Economy 1970-72

	1972	1971	1970	Percentage Change		
				72/71	71/70	70/69
GROSS PROVINCIAL PRODUCT (\$Billion Current)	42.2*	38.1	35.6	10.8	7.0	9.2
GROSS PROVINCIAL PRODUCT (Constant 1961 \$Billion)	29.2*	27.6	26.7	5.8	3.4	6.0
IMPLICIT PRICE INDEX (1961 = 100)	144.2	138.0	133.0	4.5	3.8	3.6
LABOUR FORCE (000'S)	3,381	3,249	3,130	4.1	3.8	3.2
EMPLOYMENT (000'S)	3,219	3,079	2,996	4.5	2.8	2.0
UNEMPLOYED (As % of Labour Force)	4.8	5.2	4.3	-7.7	20.9	38.7
PRIVATE AND PUBLIC INVESTMENT (\$Billion Current)	8.1*	7.4	6.9	9.5	7.2	9.5
RETAIL SALES (\$Billion Current)	13.1*	11.9	10.9	10.1	9.2	2.8

Source: Ontario Statistical Review, Economic Planning Branch,  
Ministry of Treasury, Economics and Inter-Governmental  
Affairs and Statistics Canada, Labour Force Survey.

\* Estimates

### Negotiated Wage Increases

As mentioned above, relatively high price increases and unemployment seem to be co-existing. The price of labour as well as product prices has been rising in spite of continuing high rates of unemployment. Chart 1 compares the level of unemployment in Canada since 1960 with the negotiated base rate wage increases for bargaining units of 500 or more employees.<sup>1</sup> The base rate is the lowest wage rate paid to labourers or equivalent unskilled employees after an initial probationary period. Thus, changes in the base rate serve as a good indicator of the general wage trend for unionized unskilled and semi-skilled workers.

As can be readily discerned from the chart, prior to 1966 an inverse relationship between unemployment rate and base rate increases was maintained. During periods of high unemployment, notably 1960 and 1961, wage increases were low. As unemployment levels dropped, wage rate increases became correspondingly greater. After 1966, this inverse relationship appears to break down. Despite the emergence of higher unemployment levels, the rate of wage rate change has not shown a clear tendency to moderate. There are even years when unemployment levels and wage rate changes move in the same direction.

There are two forces at work in the economy today which may account for the lack of any constant relationship between wage increases and unemployment levels. The first of these is the increase in prices (other than wages) which tend to have an inflationary effect upon wage levels. The second is that the secondary labour force participants became increasingly willing to move into the labour force as wage levels rose or employment opportunities became more attractive. It is the uncertainty of the reaction between these two factors which in turn unsettles the previous traditional relationship between unemployment and wage changes. However, the continual high levels of unemployment appeared to have some effect upon wages. Despite the clear signs of recovery in the economy, including some tightening of the labour market and an increase in the rate of price inflation, negotiated wage rate increases in the large bargaining units across Canada declined somewhat in 1971 and

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1. The average annual wage increases plotted in Chart 1 are simple weighted averages and do not correspond to compounded averages (as are presented in Table 2). Simple averages were used in Chart 1 because a statistical series for compound increases extending from 1960 is not available.

CHART 1

Rate of Unemployment (%) RATE OF UNEMPLOYMENT AND NEGOTIATED WAGE INCREASES  
CANADA, 1960-1972



NOTE: Collective Bargaining Settlements covering 500 or more employees.  
Percentages are unweighted.

SOURCE: Collective Bargaining Review, Canada Department of Labour.  
Labour Force Bulletin, Statistics Canada.



1972.<sup>2</sup>

In Ontario, average negotiated base wage rate increases for all covered industries were less in 1972 than in the preceding year (see Table 2).<sup>3</sup> Of the major industrial sectors (manufacturing, non-manufacturing, and construction), construction base rate wage increases were the highest in 1972, although they had declined from the 1971 level of 13.7 per cent. Even though the base rate increase in construction dropped to 11.0 per cent in 1972, the largest difference of the three sectors, its influence on the average was less than might be anticipated as the number of agreements and employees covered in construction was much lower in 1972 than in 1971. In the non-manufacturing sector the base rate increase was also lower in 1972 than in 1971. However, in manufacturing the

Table 2

Weighted Average Annual Per Cent and Cent Wage Increases  
in Base Rates Established by Collective Bargaining  
Settlements Covering 200 or More Employees  
Negotiated in Ontario, 1971-1972

Industry	Number of Agreements		Employees Affected		Per Cent Increase		Cents Increase	
	1972	1971	1972	1971	1972	1971	1972	1971
All Industry	450	500	312,513	380,578	7.9	8.7	26.5	29.8
Manufacturing	228	225	115,186	113,983	7.6	7.1	23.4	21.5
Non- Manufacturing	190	200	175,588	204,208	7.7	8.1	24.3	21.3
Construction	32	75	21,739	62,387	11.0	13.7	72.9	61.5

Source: Tables 1, 2, and 3 Appendix B.

2. Federal statistics include the construction industry as well as manufacturing and non-manufacturing.
3. A statistical series beginning in the third quarter, 1971 is currently available from the Research Branch, Ontario Ministry of Labour. The series, Wage Developments in Collective Bargaining Settlements in Ontario, reports quarterly wage rate changes. Data is gathered from collective bargaining settlements in Ontario covering 200 or more employees.

increase in rates went up. With this mixed pattern of wage increases, there is at least no trend toward accelerated wage increases.

The base wage rates mentioned above provide an indication of wage trends in newly negotiated collective agreements. A second measure of wages, average hourly earnings, is much more general. It reflects wages in both union and nonunion segments of the work force and wage changes other than just those recently negotiated. Average hourly earnings in manufacturing for Ontario and the United States, January 1971 through September 1972,<sup>4</sup> are set out in Table 3. During the first nine months of 1972, average hourly earnings increased an average of 7.6 per cent over the corresponding months of 1971. This compares with an 8.8 per cent 12-month average increase of 1971 over 1970 average earnings. Thus in 1972 there appears to be a clear slowing down of increases in average hourly earnings.

It is interesting to note that the trend in Ontario wages is not following the same pattern as in the United States, as one might expect from the close economic ties between the two areas. In contrast to the downward movement in average hourly earnings in Ontario, the comparable United States increases, perhaps displaying the effects of wage controls, showed no change between the first nine months of 1972 and the twelve months of 1971. Nonetheless, the Ontario rate of increase remains higher than the 6.3 per cent recorded for the U.S.

#### Intensity of Bargaining

In Ontario, 186 work stoppages took place in 1972, a continuing downward movement from the 202 occurring in 1971 and 215 in 1970. However, man-days lost as a result of the stoppages were greater in 1972 than in 1971. (See Table 4. For more detailed data, see Table 4, Appendix B.) Of the major industrial sectors, both manufacturing and construction had fewer man-days lost due to work stoppages in 1972 than in 1971. It was the non-manufacturing sector, where man-days lost increased over seven times the 1971 figure, that brought the 1972 total above that of 1971.

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4. Average hourly earnings in manufacturing for the fourth quarter 1972 were not available at time of writing.

Table 3

Average Hourly Earnings in Manufacturing in Ontario  
and The United States, 1971-72 (Monthly)

	ONTARIO - MANUFACTURING		UNITED STATES - MANUFACTURING	
	Average Hourly Earnings (\$Current)	Percentage* Change	Average Hourly Earnings (\$Current)	Percentage* Change
<u>1971</u>				
Jan.	3.36	9.1	3.50	6.4
Feb.	3.39	9.7	3.51	6.7
Mar.	3.40	9.0	3.52	6.3
Apr.	3.44	9.2	3.54	6.6
May	3.47	9.1	3.55	6.3
Jun.	3.47	8.4	3.57	6.3
Jul.	3.44	7.8	3.57	5.9
Aug.	3.47	7.8	3.56	5.6
Sep.	3.51	9.7	3.60	5.3
Oct.	3.53	9.3	3.59	6.5
Nov.	3.54	8.9	3.59	5.9
Dec.	3.57	7.2	3.69	6.3
Twelve Month Average	3.47	8.8	3.57	6.2
<u>1972</u>				
Jan.	3.62	7.7	3.70	5.7
Feb.	3.62	6.8	3.72	6.0
Mar.	3.65	7.4	3.74	6.3
Apr.	3.70	7.6	3.76	6.2
May	3.71	6.9	3.78	6.5
Jun.	3.72	7.2	3.79	6.2
Jul.	3.70	7.6	3.78	5.9
Aug.	3.78	8.9	3.80	6.7
Sep.	3.80	8.3	3.86	7.2
Nine Month Average	3.70	7.6	3.77	6.3

\*Percentages calculated on year over year increases.

Source: Statistics Canada, Review of Manhours and Hourly Earnings  
Cat. No. 72-002, and United States Bureau of Labour  
Statistics, Employment and Earning Statistics.

Table 4

Work Stoppages and Man-Days Lost in  
Ontario, 1970-1972

Industry	Work Stoppages			Man-Days Lost		
	1972 <sup>P</sup>	1971	1970	1972 <sup>P</sup>	1971	1970
All Industry	186	202	215	2,144,790	1,366,750	2,547,210
Manufacturing	124	137	127	848,840	1,031,980	2,318,570
Non- Manufacturing	41	44	46	1,105,180	127,480	88,610
Construction	21	20	42	190,770	205,080	140,030

P = Preliminary data.

Source: Labour Organization and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour.

As in years past, a few work stoppages have accounted for a large proportion of total man-days lost. Six of the total 186 strikes and lock-outs resulted in 66 per cent of man-days lost in 1972, and one of the six work stoppages, that at Ontario Hydro, accounted for 42 per cent of man-days lost. In 1972, these man-days lost represented approximately 0.3 per cent of the total number of possible man-days of work for the non-agricultural paid work force in Ontario. This compares with 0.2 per cent in 1971, 0.4 per cent in 1970, and 0.8 per cent in 1969. Despite the number of man-days lost, it must be kept in mind that approximately 94 per cent of all contract agreements in Ontario in 1972 were settled without resort to a work stoppage.

There has been a slight decline in the level of bargaining activity in 1972 as measured by contracts negotiated. There were 2,903 contracts negotiated in 1972 compared with 3,213 in 1971. But the number of employees actually covered by these contracts was 25,000 more than the 1971 level.<sup>5</sup>

5. The contract data, assembled from records of the Research Branch Collective Agreements Library, understates the total volume bargaining somewhat as settlements covering smaller units and first agreements where the union has been voluntarily recognized are not easily identified.

For 1972, the work load of the Conciliation and Mediation Services of the Ontario Ministry of Labour was smaller than in 1971. At the conciliation officer stage, 1,909 disputes involving 283,403 employees were handled in 1972, compared with 2,305 disputes involving 226,208 workers in 1971. (For more detail, see Tables 6 and 7, Appendix B). Of the 1,740 disputes disposed of at the conciliation officer stage, 817 were settled with the officer's assistance. This compares with 2,063 and 899 respectively for 1971. In 1972, there was only one conciliation board established, the same as in 1971.

Over the last three years, the Ontario Ministry of Labour has been placing increasing emphasis on the voluntary mediation process. After conciliation has been completed, mediators are made available on the request of one or both the negotiating parties. The mediator normally acts in the "crisis stage" of negotiations following a "no-board" report when the strike deadline is imminent. A mediator may also be appointed after the commencement of a strike.

The use of the mediation process has been increasing. Total voluntary mediation cases in 1971 were 268 covering 60,684 employees while for 1972 the number of cases increased to 321 covering 100,596 workers. In their third year of operating, the mediators have chalked up another impressive record. They were asked to intervene in 250 disputes in the face of a possible work stoppage. One hundred and eighty-three were settled without a work stoppage, a 73 per cent success ratio. In 63 of the cases where a work stoppage occurred during mediation, 42 cases were eventually settled by the mediators. In the 36 cases where mediators were called in after a work stoppage had occurred, 31 were settled by the mediators and one dispute went to arbitration with the agreement of both parties.

### Major Bargaining Situations

The following sections provide a more detailed description of some of the major bargaining negotiations which took place in Ontario in 1972.

#### Non-Manufacturing

Bargaining action in Ontario in 1972 was centred upon non-manufacturing industries, and particularly upon the public sector. The year saw three instances of voluntary arbitration following work stoppages in the public sector. As this technique has rarely been used in the past, our attention will be centred upon these three



strikes - Ontario Hydro (which accounted for over 40 per cent of total man-days lost during the year), the Toronto outside workers, and the air traffic controllers.

In 1969, during the negotiation of the previous contract between Ontario Hydro and the Canadian Union of Public Employees (CUPE), Local 1000, the union was successful in its strategy of rotating strikes. This strategy involved workers in varying numbers striking on different days at various Ontario Hydro locations. The purpose was to exert a maximum of pressure on management while at the same time causing little disruption of service and thereby avoiding government intervention in the dispute. By 1972, however, Hydro management were sufficiently trained to maintain service in the event of a strike. When the 12,000 CUPE workers did strike, they were subsequently locked out by Hydro management. The bargaining brought out four main issues to be settled.

- the type of wage increase ( the union demanded across-the-board wage increases, while Hydro wanted to give differential increases);
- shift scheduling for maintenance trades, proposed by Hydro;
- mutual protection clauses to protect union workers from discipline for crossing the picket line and from management legal action (this proposal, as might be expected, was strongly opposed by the union);
- job security provisions.

With Hydro services being provided, there was little public pressure to end the strike. After a work stoppage of 122 days, the Ontario Ministry of Labour announced that both parties had agreed to voluntary arbitration of the dispute. Union agreement to the process came after realizing that no negotiated settlement was likely on the key issues.

The arbitration board is presently sitting. The latest wage offers by Hydro were 16.5 - 24.0 per cent wage increases over a three-year period, the exact increase depending upon job category. At the same time, CUPE was asking for across-the-board increases of 8.5 per cent in 1972 and 8.0 per cent in 1973.

A second public sector strike, this one at the municipal level, also resulted in voluntary arbitration. The strike of CUPE Local 43 (outside workers) against the City of Toronto and Metropolitan Toronto created substantial disruption of service, in contrast with the Hydro dispute in which most services were main-

tained. When the contract expired at the end of 1971, negotiations with the assistance of conciliators proved unsuccessful. A strike vote following the no-board conciliation report led to the strike. The major issues in dispute were as follows:

- union demands for a contract equivalent to a recent Borough of Etobicoke settlement for outside workers (including similar wage increases, etc.);
- inclusion in permanent status of many long-standing temporary workers;
- early retirement;
- the question of contracting work to private companies.

After a month of talks, the strike ended when a compromise package was proposed by the Ministry of Labour and accepted by both sides. The package offered an 8 per cent increase to employees in the first year of the contract (equivalent to the Etobicoke settlement), the wage increase in the second year to be determined through voluntary arbitration.

The eventual arbitration award for the 1973 wage increase was 10 per cent, above that asked for by the CUPE local. The major reason for the award was, in the words of arbitrator R.W. Reville, to check .... "the ravages of inflation which have continued unabated." Mr. Reville, in granting the award, made an interesting substantive point about the nature of arbitration. In his view, the arbitrator's role is not simply to split the difference between the demands of the two parties, but to base his decision on evidence at hand.

The third major public sector dispute which eventually led to voluntary arbitration was that between the air traffic controllers and Treasury Board. This dispute resulted in a eleven day total shutdown of air transportation in Canada. The contract between the Canadian Air Traffic Control Association and Treasury Board had expired in July, 1971. The conciliation board recommendation of a 15 per cent wage increase over 27 months was rejected by the controllers. This rejection of the board report opened the way for a legal strike which commenced on January 17, 1972.

Original demands by the union included a sixty per cent wage increase, although this was subsequently reduced to 30 per cent over the 27 months of the contract. On January 27, 1972 the strike ended when the mediator announced agreement on non-wage issues. Wages and other financial issues were sent into voluntary binding arbitration, which eventually resulted in the awarding of a wage increase of 16.5 per cent over 27 months.

In the air traffic controllers strike, as well as that by the Toronto outside workers, the work stoppage caused considerable disruption of public services and led to public pressure upon the participants to settle differences. This is in direct contrast to the Ontario Hydro dispute, where since most service was maintained, there was little public pressure for settlement. The move to voluntary arbitration in that case came because of a feeling of futility. It was thought that the dispute would not readily be settled otherwise.

Adding to the dominance of negotiations in the public sector was the dispute between the National Association of Broadcast Employees and Technicians (NABET) and the Canadian Broadcasting Corporation. NABET workers employed a rotating strike strategy which was irritating to the public, but not disruptive, as the air traffic controllers strike had been. The rotating strikes began on January 26, 1972 and were initially aimed at hockey telecasts. The strikes were effective because of the high skill levels of cameramen and technicians which made it difficult for management to replace them.

Major issues being negotiated included wages, a reduced work week, and guaranteed employment security against technological change. The strike ended in mid-March with settlement terms suggested by a Federal mediator. These terms included a wage increase of 27 per cent over the four-year contract. Several concessions were made by both sides in reaching the contract. Most notably, the CBC guaranteed employment to all technicians in the event of technological change, plus retraining at company expense. In return, the CBC gained greater freedom in assigning the use of equipment to non-technicians and in allowing producers to do their own screening before editing video tapes.

Another dispute which threatened to disrupt essential services in the public sector was that between the letter carriers and postal clerks and Federal Treasury Board. The main issues for the union were wages, job security, a reduced work week, and union control of changes in job content due to technological innovations.

The previous contract had expired in March 1972. After long delays in negotiations and recurring wildcat strikes, the Public Service Staff Relations Board agreed in September to a request by the Council of Postal Unions to send the dispute to conciliation. The conciliation board report was handed down, leaving the union with the legal right to strike on December 21, 1972.

The threat of withdrawal of service is most effective during peak demand periods, and a strike in late December would affect the heavy Christmas mail. However, the opportunity for a strike during the Christmas rush was missed because of a late vote call on

the part of the union. Because of the mechanics involved in setting up a nation-wide vote, it was delayed until early January, 1973. At that time the union membership voted to accept the conciliation board report contrary to the recommendation of rejection by the negotiating committee.

Probably the most bitter dispute in the public sector during 1972 was that between the Toronto Western Hospital and the independent Canadian Union of General Employees (CUGE). Disagreement between the two parties led to an illegal strike and the dismissal of over 300 workers.

Major issues being negotiated were wages, improved working conditions, job security, and length of the work week. When talks between union and management broke down in July 1972, the major unsettled issues were those of job classification and shorter working hours.

The Ontario Hospital Labour Disputes Arbitration Act specifically prohibits strikes by hospital employees and provides for compulsory arbitration of disputes which cannot be negotiated. The union felt the Act to be unjust and discriminatory because it excluded the strike threat from the methods available to the union to bring pressure on management during bargaining.

Since the walk-out by union workers was illegal, the hospital terminated all negotiations, refusing to recognize or condone an illegal strike. In return, union members refused to end picketing without a new contract. On July 24, 1972 the strike was officially declared illegal by the Ontario Labour Relations Board. The hospital then threatened dismissal of the employees if they did not return to work. Union officials rejected this ultimatum, feeling that the plight of the dismissed workers would enlist public sympathy for the union position.

The hospital carried out its threat by firing the striking workers and, in doing so, technically eliminated the existence of a strike. Under these conditions, the hospital was willing to resume negotiations. The dispute went to compulsory arbitration. The award of the arbitration board has not yet been announced.

This long and difficult dispute was of particular significance in Ontario because it was the first major attempt to defy the compulsory arbitration law, which was first introduced in 1965. Since July, legislators have taken a hard look at the Act and several amendments have been passed. It continues to be illegal for hospital workers to strike, as compulsory arbitration is retained in the Act.



### Construction

Negotiated wage increases in the construction industry have been greater than in most other industries in recent years. In 1972, the percentage increase in negotiated base wage rates in construction was 11.0 per cent. Additional information on the pattern of wage changes in the industry is presented in Table 5. In this table, the composite base wage rate is a weighted average taking into account base rates negotiated in seven construction trades<sup>6</sup> and in twelve cities.<sup>7</sup> This composite rate increased by 13.0 per cent in 1972. Average hourly earnings in construction, which take into account the hourly earnings of all workers, nonunion as well as union, rose by slightly over 10 per cent. Compared with average hourly earnings in manufacturing, increases in the construction industry average earnings have been disproportionately high.

In order to moderate wage gains made by construction workers in recent years, employers in the industry have tried to present a more unified front in bargaining. One means of doing this is to form employer associations. The revision of the Ontario Labour Relations Act in February 1971 provided for "accreditation" of employer associations for bargaining purposes.

Accreditation is similar in nature to the certification of employee bargaining units. In the case of accreditation, however, it is employer groups that may apply to the Ontario Labour Relations Board to be accredited as the bargaining agent for all employers in a particular sector of the industry and in a designated geographic area. In order to obtain accreditation a majority of employers having collective agreements with a given trade union in a sector and geographic area must be in the employers organization or indicate their willingness to have the association bargain for it. This majority must as well employ the majority of employees in that sector and area. Any agreement is binding upon all employers in the unit. To date the Ontario Labour Relations Board has accredited eleven associations. Thirty-three applications are awaiting decision, one was withdrawn and two dismissed.

As mentioned in a previous section, the amount of bargaining in the construction industry was well below that of 1971. One major agreement was signed in April 1972 between the Ontario

- 
6. Electrician, carpenter, bricklayer, plumber, painter, sheet metal worker, and labourer.
  7. Hamilton, Kingston, Kitchener, London, Ottawa, St. Catharines, Sarnia, Sault Ste. Marie, Sudbury, Thunder Bay, Toronto and Windsor.



Table 5

Wages and Earnings in Ontario, Construction and Manufacturing  
1957-1972

Year	Construction		Average Hourly Earnings in Manufacturing (\$/hr)	Percentage Change		
	Construction Composite Base Wage Rate (\$/hr)	Average Hourly Earnings in Construction (\$/hr)		Construction Composite Base Wage Rate	Average Hourly Earnings in Construction	Average Hourly Earnings in Manufacturing
1957	1.93	1.91	1.70	-	-	-
58	2.05	1.94	1.75	6.2	1.6	2.9
59	2.19	2.00	1.82	6.8	3.1	4.0
60	2.35	2.12	1.88	7.3	6.0	3.3
61	2.42	2.13	1.94	3.0	0.5	3.2
62	2.53	2.21	1.99	4.5	3.8	2.6
63	2.62	2.32	2.06	3.6	5.0	3.5
64	2.74	2.41	2.13	4.6	3.9	3.4
65	2.83	2.64	2.24	3.3	9.5	5.2
66	3.09	2.90	2.37	9.2	9.8	5.8
67	3.35	3.15	2.52	8.4	8.6	6.3
68	3.62	3.40	2.71	8.1	7.9	7.5
69	4.10	3.81	2.93	13.3	12.1	8.1
70	4.64	4.42	3.18	13.2	16.0	8.5
71	5.40	4.96	3.47	16.4	12.2	9.1
72	6.10	5.46	3.72	13.0	10.1	7.2

Source: Statistics Canada, Review of Man-Hours and Hourly Earnings, Cat. No.72-202,  
Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, Annual Reports.

Federation of Construction Association and twenty-three local units of the Ontario Provincial Conference of the Bricklayers, Masons and Plasterers International Union of America. This agreement is the only one resulting from OFCA's plan to set up a province-wide bargaining structure, and covers all areas of the province except Hamilton, Sarnia, Thunder Bay and Windsor. These localities are excluded because of existing agreements which will expire in 1973. The contract standardizes contract language and working conditions and lays the ground work for dividing the Province into four economic zones with equal pay within each zone. A wage increase of \$0.70 per hour over one year was also provided.

A second agreement in the construction sector was reached after a ten week strike by Toronto's 700 reinforcing rodmen, members of the Bridge, Structural and Ornamental Ironworkers International Association, against the Toronto Construction Association. The strike revolving around the primary issue of wage increases, tied up millions of dollars worth of construction projects, including the Toronto subway extension. The agreement finally reached provided a wage increase of \$1.85 per hour over the 28 months of the contract plus an additional \$0.35 per hour increase in fringe benefits.

The strike of longest duration in construction in 1972 was that of the International Union of Elevator Constructors against the five major elevator companies in Canada. The strike which began in Toronto on September 7, 1972, continues in 1973 and involves two main issues. The first of these involves the desire of the Canadian sector of the international union to decide union policy independent of that followed in the United States. The second issue is that of work jurisdiction. The union was asking for protection from a reduction in their work force due to the use of pre-assembled elevator units. It was argued that the exclusive use of the pre-assembled units would significantly cut back the union work force. Management, on the other hand, feel it is their right and responsibility to determine the quantity and type of work performed. The duration of the strike has increased its impact in construction projects throughout Ontario and the rest of Canada, particularly high-rise development.

Some signs have appeared indicating a changing environment for negotiations in 1973. One of the changes is a movement toward early re-negotiation of expiring contracts. Two important early settlements, involving a number of trades, occurred in Sarnia and London.

In July, the Sarnia and District Building and Construction Trades Council and the Sarnia Construction Association jointly extended for two years all local construction agreements originally

scheduled to expire in April 1973. The extension provides for across-the-board monetary increases of 14 per cent over a two year period and covers all trades in the area that sign local rather than provincial or national agreements.

Early negotiation of an agreement also occurred in September 1972 between the United Association of Plumbers, Local 593, and the Mechanical Contractors Association in London. The two year contract, effective in May 1973, provides annual pay increases of \$0.30 per hour. A major reason cited for this low wage increase was the continuing high levels of unemployment of construction workers in the area. The plumbers settlement has led to a general agreement, yet to be ratified, between the London and District Construction Association and the London Building and Construction Trades Council. This tentative agreement extends existing collective agreements to April 1975 and provides wage increases of from \$0.30 to \$0.40 per year (depending upon trade). Excluded from this agreement are electricians, sheet metal workers, bricklayers and painters.

As noted above, relatively few construction agreements expired in 1972. The majority of contracts, including 75 per cent of pattern-setting agreements, are due for renewal in 1973, presenting a potential for a large number of work stoppages. In order to smooth the way for the vast number of agreements to be negotiated in 1973, the Minister of Labour, in August 1972, set up a Construction Industry Review Panel. In addition to the Panel's short-term goal, its longer-term purpose is to attempt to stabilize construction activity. This problem of cyclical instability is one which perennially plagues the industry. A study has recently been commissioned by the Panel will have the following three primary objectives:

1. to gain a thorough understanding of the problem and experience in forecasting to date;
2. to identify and define the regions or areas of the province that would constitute natural labour markets and planning areas;
3. to determine the feasibility of developing a useful forecasting approach.

### Manufacturing

In the manufacturing sector major settlements occurred in the primary metals, electrical products, and automotive parts industries.

The primary metals industry underwent major bargaining sessions in 1972. In the steel industry, two of the big three producers negotiated new contracts. The contracts for both the Algoma Steel Company and the Steel Company of Canada (Stelco) with the United Steelworkers of America expired in July 1972. Within a month of expiration, new contracts had been negotiated and ratified by the parties involved. This was in sharp contrast to the 1969 negotiations which involved an 81-day strike.

The Stelco agreement is for three years and includes wage increases ranging from \$0.80 to \$1.20 per hour over the life of the contract. Fringe benefit costs borne by the employee were substantially reduced by the company's assumption of the full cost of health and major medical insurance premiums. Other changes included an improved pension plan and a new non-deductible dental plan.

The Algoma-Steelworkers agreement was signed immediately following the Stelco settlement and provided identical wage gains, as well as newly negotiated cost-of-living allowances.

In the past, the Steelworkers have preferred to take wage increases anticipating rises in the cost-of-living rather than include an escalator clause within the agreement. The rate of inflation in recent years has altered this attitude, leading to cost-of-living allowances in current contracts. The allowances provide a guaranteed increase in wages (\$0.01 for each 0.6 increase in the Consumer Price Index, 1961=100) with a maximum of four cents to apply at each of the annual adjustment dates.

Also in the primary metals industry, the Steelworkers reached an agreement with the International Nickel Company. In 1969, as was the case with the steel companies, Inco suffered a long strike (128 days). In 1972, negotiations were early and led to an agreement quickly ratified by union and management. Wages were increased by \$0.75 per hour over three years. Additions to fringe benefit provisions brought the total increase to \$1.40 per hour. Among other benefits, the package included increased pension benefits, earlier retirement, and an improved company-financed medical and dental plan. The settlement also establishes an "environmental committee" of union and management officials which will meet periodically to discuss local pollution problems. This is the second such pollution clause to be won in Canada by the Steelworkers and is patterned after a 1970 agreement with COMINCO.



A wildcat strike of workers in Peterborough highlighted negotiations between Canadian General Electric and the United Electrical and Machine Workers. The walkout took place after charges were made that management representatives were releasing incorrect information about the negotiations to the public. Being a national agreement, the master plan covering all workers had to be voted on by all locals. The major union demand was parity among all CGE workers whereas the company preferred an across-the-board wage increase. Union negotiators recommended rejecting the company offer but the vote by the union membership accepted the settlement.

The new contract, which runs until December 1973, covers 6,500 workers in Ontario at 12 CGE locations. Some of the major provisions of the contract are as follows:

- cost-of-living escalator with maximum yearly increases of \$0.08 per hour;
- reduction in service requirements for paid vacations;
- improvements in fringe benefits, including the weekly indemnity plan, health plan, and pension plan;
- across-the-board wage increases of \$0.44 per hour over two years with additional adjustments for skilled workers in the first year.

A strike was also part of the bargaining picture involving Westinghouse Canada Limited and Local 504 of the United Electrical Radio and Machine Workers of America. The strike, lasting six weeks, ended on June 22, 1972. The result of the dispute was a two-year contract very similar to the CGE agreement. The wage increase was \$0.47 over the life of the contract and allowed for skill level adjustments. The contract also included an unlimited cost-of-living allowance escalator (to come into effect in the second year of the contract) and an improvement in the long-term disability plan.

Strikes were also important in the 1972 rounds of bargaining in the other manufacturing industries. Approximately 3,300 members of the United Auto Workers were on strike for 6½ weeks after their contract with Massey Ferguson Ltd. expired in September 1972. The major issue seemed to be that of wages, with the union seeking a twelve per cent increase over two years. An agreement was finally reached which raised wages \$0.39 over two years and which included a cost-of-living escalator, strike settlement pay, and improvements in fringe benefits.

The dispute between Canadian Acme Screw and Gear Ltd. and the United Auto Workers also involved a strike. In August 1972 an



18-month contract expired during which wages had been frozen due to the apparent insolvency of the firm. Acme wanted to negotiate a contract that would continue the wage freeze but the employees responded by striking when the contract expired. The company then threatened permanent closure if the strike were prolonged. Under the provincial Employment Standards Act, a company terminating the employment of 500 or more workers must give 16 weeks of notice, or payment in lieu. However, the Act does not apply if the employees are on strike. The company did close, leaving the striking employees without termination benefit.

In December 1972 a new company, Canac, was incorporated allegedly using the same premises, producing the same products for the same customers, and employing the same supervisory personnel. The union claimed that this new company was a successor to the old one. The dispute lingers on, but now also involves the question of whether the union should still have the right to picket the location.

Negotiations between the United Auto Workers, Local 918, and DeHavilland Aircraft of Canada, Ltd. began in June 1971 at the expiration of the contract. The union was originally asking for a \$0.36 per hour increase over 18 months, similar to the wage settlement reached in the agreement between Douglas Aircraft and the U.A.W.

The U.A.W. members feeling that talks had reached an impasse, went on strike in January 1972. By this time the major issue had shifted to that of the processing of union grievances in the plant. The company refused to negotiate on wages until the grievance issue was settled.

After many weeks of strike, the issues shifted again, with the grievance process issue losing its precedence. Wage issues again came to the fore. The union agreed to modify wage demands if it were allowed to examine DeHavilland's books. Even though the company claimed a settlement similar to the Douglas contract was not viable, they rejected the union suggestion.

Finally in September 1972 a settlement was reached. Included in the agreement was a wage increase of \$1.05 over three years, with \$0.36 per hour coming in the first 12 months. The contract also provided a "no cap" cost-of-living escalator, and increased pension benefits.

This paper has highlighted only the major developments in collective bargaining which occurred during 1972. The two appendices set out in greater detail information on wage changes, bargaining activity, and changes in employee fringe benefits.

## APPENDIX A



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## APPENDIX A

This appendix provides information on changes in fringe benefits negotiated in Ontario during 1972. The 361 collective agreements covered by the discussion are those in non-construction industries covering 200 or more employees which have altered benefit levels or have introduced new fringe benefit provisions. This is in contrast with Appendix B where all the agreements negotiated in 1972 are included.

Data in the Appendix is derived from the settlement reporting activities of the Ontario Ministry of Labour and the Canada Department of Labour. The provisions described are those effective in the final year of each new contract. Where a differential exists in the employee benefits based upon wage rates, the benefit reported here relates to the base wage rate, that is, the lowest rate found in the bargaining unit. The source of 1971 data used in this appendix is Collective Bargaining in Ontario, 1971.

Fringe benefits examined include paid vacations, paid holidays, OHIP premiums, weekly indemnity benefits, life insurance, shift premiums, pension benefits, long-term disability, and cost-of-living allowances.

### Paid Vacations

Vacation provisions continued to have a heavy emphasis in bargaining in 1972. Approximately 60 per cent of the 361 contracts examined here contained changes in paid vacation clauses. Table 1A contains the new service requirements for three, four, five and six-week vacations. The most common service requirements established in 1972 were 8 years for three-weeks vacation, 15 years for four weeks, and 25 for five weeks. Any six-week vacations established come after service of 30 or 31 years.

Table 1B lists the reduction in service requirements for each vacation period. Among established provisions, the most common reduction for a vacation of any length was two years. For vacations of five and six weeks in length, however, new provisions were more numerous than already established requirements.

### Paid Holidays

The number of paid holidays has increased in 131 of the 361 agreements analyzed. Table 2A shows that the most common number of

paid holidays in revised agreements is ten, with many contracts extending the number to eleven and twelve. Where there were provisions for an increase in the number of paid holidays, most agreements have added one day. Several trends appear to be emerging in paid holiday provisions. During 1971 as well as 1972, the majority of holidays were added during the Christmas season to allow for complete plant closure between Christmas and New Year's Day. Since 1969 changes in paid holiday provisions have appeared in relatively fewer contracts, thus indicating that the issue of holidays is declining in its importance as a negotiating point.

#### OHIP Premiums

In early 1972, the Ontario government introduced the OHIP plan that was designated to integrate and replace the previous OHSIP and OHSC plans. This new plan reduces the cost to single subscribers by forty cents per month, and by eighty cents per month for subscribers with dependents. For this analysis, the increase is taken as the difference between the new single OHIP rate and the sum of the old OHSIP and OHSC single rates. In some agreements, the employer contribution is not presented as a percentage. Where possible this has been calculated, based upon the rate for single employees. Where a difference exists between employer contributions for single and married employees, the rate shown in the tables is for single employees.

In Table 3A it appears that the most common level of employer contribution to OHIP premiums was 100 per cent. However, about 50 per cent of the employees covered in eleven agreements which provide this benefit receive employer contributions of 90 per cent.

Rates of increase of employer contribution to OHIP premiums ranged from one per cent to 100 per cent, as indicated in Table 3B. The largest number of contracts increased employer contributions by 11-20 per cent.

#### Weekly Indemnity Benefits

In 1972, weekly indemnity benefits, appearing as either fixed amounts or amounts scaled to wage levels, were changed in 103 of the agreements analyzed.

As presented in Table 4A, weekly indemnity benefit levels based on fixed amounts were altered in 61 agreements. There were no agreements which introduced this benefit for the first time in

1972. As in 1971, no major concentration appears, either in terms of contracts or employees at any particular weekly benefit level. The benefits ranged from \$45.00 to \$142.00 per week with some concentration in the range of \$90.00 to \$110.00 per week.

Increases in weekly indemnity benefits were also diverse. The most frequent change was \$10.00, but increases of \$20.00 and \$30.00 were common.

Indemnity benefits based on rates scaled to wages are included in Tables 5A and 5B. The new level of benefit shown in Table 5A is the maximum that the employee is eligible to receive. The most common levels of maximum benefit were \$90.00 and \$100.00. The most frequent change to the scaled plans was an increase of \$40.00 per week in maximum benefit, with many other agreements having an increase in the range of \$15.00 to \$30.00 per week, as shown in Table 5B.

There appears to be a trend to change indemnity benefits from a flat rate to a scaled benefit. This type of change occurred in 39 agreements. The trend may be due in part to an attempt by employers to integrate company indemnity plans with Unemployment Insurance benefits.

#### Life Insurance

Life insurance provisions with fixed benefits were introduced or changed in 73 agreements. A few agreements have provisions for benefits scaled to wages, and where this variation exists, it is included in the tables in the category relating to the lowest wage rate in the agreement. From the data in Table 6A, there appears to be no common level of benefits, the range being from \$2,000 to \$22,000. The most frequent increase in the life insurance benefit, as indicated in Table 6B, was \$1,000, however, increase of \$2,000 were also relatively common. These increases were also the most prevalent in 1971 agreements.

#### Afternoon and Night Shift Premiums

The afternoon and night shift premium data in Tables 7A and 7B include only those agreements that have altered or introduced a cent-per-hour premium for shift work in the afternoon or night. Where a fixed rate was given for an entire shift, this rate has been translated into an hourly rate where possible. The tables exclude agreements that incorporate increased shift premium for a split shift and agreements that have shift premiums calculated as a per cent of the employee's wage.



Table 7A provides data on new levels of afternoon and night shift premiums. Sixty-seven of 145 agreements have afternoon shift premiums ranging from 13 to 16 cents per hour. The 1971 figures show an even more diverse range of afternoon shift premiums. In the same table, the figures for night shift premiums indicate that the most common range was 15 to 18 cents per hour. This lack of concentration in the agreements was also seen in the 1971 contracts.

In Table 7B, where increases in the level of premiums are shown, a majority of agreements have provisions for a two cent per hour increase in afternoon shift premiums. For night shift premiums, the most common level of increase appears to be two cents per hour although there are many agreements having increases in the wider range of one to five cents. The data for 1971 showed a range of one to three cents as the most prevalent increases.

#### Pension Benefits

Changes in pension benefits did not appear to be a major negotiating point in the agreements analyzed this year. Alterations to existing pension plans occurred in only 59 settlements. Pension plans appeared for the first time in six agreements.

The benefit rates given in the tables are for future service and flat rates only. Where pension benefits were set at a rate based on wage levels, these agreements have been excluded from the analysis as have provisions for supplementary pensions.

Table 8A, which gives new levels of basic pension benefits, does not show a strong pattern of concentration at any particular level. Minimum benefits ranged from \$2.00 per month per year of service to \$8.00 per month per year of service. These larger amounts appeared most frequently in Steelworkers agreements.

As shown in Table 8B, there also appears to be a dispersion in levels of increase in pension benefits. An increase of \$1.00 per month appeared in 14 of the agreements analyzed but this does not represent a major pattern.

#### Long-Term Disability

Long-term disability plans were introduced or changed in 36 agreements covering 95,081 employees in 1972. The changes and additions appeared as increases in employer contributions to the plan or as increases in the amount of benefit received by employees.

The tables presented here include new levels and increases in long-term disability benefits where the benefits are fixed amounts and where they are scaled to wage level. They also present data on new levels and increases in employer contribution to the long-term plans. Since long term disability benefits are a relatively new phenomenon in the area of fringe benefits, no patterns of change have been established.

#### Cost-of-Living Allowances

Of the 361 settlements analyzed, 34 agreements involved negotiations of previous cost-of-living provisions and 3 involved the introduction of a new clause. Of these 37 agreements, 21 altered the formula for calculation of payments and the 3 new provisions set down their formulae. This year showed, as in the last, that the most common formula was an increase of one cent per 0.4 point rise in the Consumer Price Index. Twelve renegotiated provisions and two new ones follow this formula. Four agreements provided a one cent increase per 0.45 rise in the CPI, four more (including two new provisions) provided a one cent increase per 0.5 rise and one other provided a one cent increase per 0.6 rise. The majority of these allowances changed the base to the 1961 Index from the 1949 Index although a few improved the benefit already based on the 1961 Index.

Various changes occurred with regard to some of the "caps" in the cost-of-living clauses. Seven agreements involved a revision upwards in the maximum amounts of the caps. (Six of these agreements involved two of the major steel companies, as caps were raised to 4¢ from 3¢ in the last 2 years of the agreements). Five removed the maximum payment as specified under the previous agreements, three agreements did introduce a cap, and, of the 3 new clauses, two of these also established maximums on their cost-of-living allowances. Removal of a cap also involved removal of any minimum guaranteed cost-of-living payment. However, the addition of a cap in the 5 cases mentioned above was not accompanied by the establishment of a minimum guaranteed payment.

Table 1A

NEW SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Length of Vacation	Years of Service	Employees	Agreements
Three-Weeks	2	1,755	4
	3	1,760	4
	4	19,547	4
	5	11,159	28
	6	13,874	23
	7	7,540	18
	8	12,511	34
	9	1,585	4
	10	21,394	10
	12	1,500	2
	15	1,420	3
Four-Weeks	3	185	1
	5	400	1
	10	3,370	5
	11	9,590	6
	12	9,462	7
	13	632	2
	14	3,290	3
	15	29,457	55
	16	11,141	20
	17	1,189	4
	18	7,327	13
	19	250	1
	20	7,700	11
	23	210	1
	35	300	1
Five-Weeks	20	5,032	11
	21	352	1
	22	654	2
	23	11,500	10
	25	16,741	32
	28	8,840	5
	29	50,000	1
	30	32,080	9
Six-Weeks	30	18,434	17
	31	267	1

Table 1B

REDUCTION IN SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Reduction in Service Requirements	Vacation Period							
	Three-Weeks		Four-Weeks		Five-Weeks		Six-Weeks	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
One Year	37,534	42	2,865	7	-	-	-	-
Two Years	22,470	52	23,147	39	8,605	11	-	-
Three Years	6,768	13	26,946	31	2,459	4	-	-
Four Years	681	2	13,186	15	580	1	-	-
Five Years	20,307	6	26,706	21	8,405	12	-	-
Ten Years	350	1	-	-	-	-	-	-
Twelve Years	-	-	400	1	-	-	-	-
New	5,701	15	5,449	17	112,998	50	18,705	8

Table 2A

NEW NUMBER OF PAID HOLIDAYS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Previous Number of Paid Holidays	New Number of Paid Holidays																				
	8		8½		9		9½		10		10½		11		12		12½		13		
	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b	
4						260	1														
7	1,040	3																			
8																					
8½					200	1	4,805	9		313	1										
9																					
9½									1,315	3	55,976	48									
10										12,088	13	1,850	2								
10½												3,110	3	17,517	29	410	2				
11														1,293	3						
11½																2,903	7		553	2	
12																544	2	500	1		
Total	1,040	3	200	1	5,065	10			1,315	3	68,377	62	4,960	5	18,810	32	3,857	11	500	1	988

a. Employee Coverage

b. Number of Agreements



Table 2B

INCREASES IN THE NUMBER OF PAID HOLIDAYS ESTABLISHED BY  
NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

---

Increase	Employees	Agreements
½ day	19,270	25
1 day	85,026	100
2 days	1,276	5
3 days	-	-
4 days	-	-
5 days	260	1
Total	105,932	131

Table 3A

NEW LEVEL OF EMPLOYER CONTRIBUTION TO PREMIUM FOR OHIP ESTABLISHED  
BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED  
IN 1972 IN ONTARIO

Proportion of Premium Paid by Employer	Employees	Agreements
36%	600	1
50%	435	2
64%	360	1
66-2/3%	4,218	2
67%	540	1
68%	775	1
70%	260	1
72%	351	1
75%	8,948	18
77%	800	1
80%	2,623	9
82%	710	2
85%	1,050	1
90%	57,378	11
93%	266	1
100%	21,291	54
Total	100,605	107

Table 3B

INCREASES IN LEVEL OF EMPLOYER CONTRIBUTION TO PREMIUMS FOR OHIP  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
1 - 10%	13,249	23
11 - 20%	10,589	29
21 - 30%	8,114	24
31 - 40%	60,371	15
41 - 50%	2,710	9
51 - 60%	530	2
61 - 70%	4,450	3
71 - 80%	232	1
81 - 90%	-	-
91 -100%	360	1
Total	100,605	107

Table 4A

NEW LEVEL OF WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN  
1972 IN ONTARIO

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Weekly Indemnity Benefits	Employees	Agreements
\$45.00	300	1
\$53.00	325	1
\$60.00	1,687	5
\$65.00	1,061	4
\$68.00	210	1
\$70.00	1,235	5
\$75.00	1,590	3
\$80.00	1,185	4
\$84.50	385	1
\$85.00	1,685	5
\$90.00	6,171	11
\$95.00	1,410	2
\$100.00	1,495	4
\$105.00	325	1
\$110.00	43,488	10
\$120.00	980	2
\$142.00	234	1
Total	63,766	61

Table 4B

INCREASE IN WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

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Increase	Employees	Agreements
\$5.00	1,976	6
\$8.00	325	1
\$10.00	5,617	16
\$12.00	210	1
\$15.00	4,099	7
\$20.00	10,268	12
\$22.00	385	1
\$25.00	927	3
\$27.00	234	1
\$30.00	23,070	10
\$33.00	16,660	3
Total	63,766	61



Table 5A

NEW LEVEL OF MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS  
ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR  
MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

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Maximum Weekly Indemnity Benefits	Employees	Agreements
\$80.00	371	1
\$90.00	6,442	19
\$100.00	5,444	17
\$115.00	300	1
\$120.00	918	3
\$150.00	273	1
Total	13,648	42

Table 5B

INCREASES IN MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS  
ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR  
MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
\$5.00	250	1
\$10.00	621	2
\$15.00	2,797	6
\$20.00	978	4
\$25.00	1,929	6
\$30.00	1,426	4
\$35.00	250	1
\$40.00	2,844	10
\$45.00	845	3
\$50.00	11,435	4
\$75.00	273	1
Total	13,648	42

Table 6A

NEW LEVELS OF LIFE INSURANCE BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING  
200 OR MORE EMPLOYEES NEGOTIATED IN  
1972 IN ONTARIO

Life Insurance Benefit	Employees	Agreements
\$2,000	2,450	6
\$2,200	250	1
\$3,000	625	2
\$4,000	925	3
\$5,000	5,050	9
\$5,500	540	2
\$6,000	3,709	13
\$6,500	250	1
\$7,000	2,604	8
\$7,500	1,180	4
\$8,000	16,562	8
\$8,500	1,870	4
\$9,000	275	1
\$10,000	2,704	6
\$11,250	4,870	1
\$15,000	1,494	3
\$22,000	525	1
Total	45,883	73

Table 6B

INCREASE IN LIFE INSURANCE BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING  
AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

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Increase	Employees	Agreements
\$500	600	2
\$1,000	7,736	24
\$1,200	250	1
\$1,500	2,010	6
\$2,000	8,246	19
\$2,500	1,782	5
\$3,000	20,175	5
\$4,000	1,389	4
\$4,500	376	1
\$5,000	1,619	4
\$6,500	1,200	1
\$11,000	500	1
Total	45,883	73

Table 7A

NEW AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Hourly Premium (Cents)	Afternoon Shift		Night Shift	
	Employees	Agreements	Employees	Agreements
	Number	Number	Number	Number
4	235	1	-	-
5	500	1	-	-
6	-	-	235	1
7	525	2	-	-
8	1,335	3	685	1
9	-	-	500	1
10	2,837	8	-	-
11	780	2	-	-
12	19,350	15	3,097	4
12½	19,610	2	-	-
13	4,583	12	325	1
14	6,925	17	2,200	6
15	32,977	26	7,061	20
16	4,184	12	3,257	10
17	5,026	7	11,417	13
18	14,358	9	30,692	21
18½	-	-	19,610	2
19	3,965	6	1,825	4
20	13,978	16	46,822	40
21	-	-	1,660	2
22	1,235	2	1,278	3
23	450	1	985	2
24	790	1	-	-
25	-	-	6,255	4
26	-	-	3,300	1
30	8,500	1	236	1
31	-	-	790	1
34	-	-	435	1
35	4,280	1	16,111	8
44	-	-	1,200	1
50	-	-	380	1
Total	146,423	145	160,356	149



Table 7B

CHANGES IN AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY  
NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS  
COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN  
1972 IN ONTARIO

Change in Premium (Cents Per Hour)	Afternoon Shift		Night Shift	
	Agreements	Employees	Agreements	Employees
	Number	Number	Number	Number
$\frac{1}{2}$	19,610	2	900	1
1	9,283	24	6,953	14
$1\frac{1}{2}$	-	-	18,710	1
2	57,936	68	56,520	52
$2\frac{1}{2}$	-	-	5,370	2
3	37,606	27	18,191	29
4	3,778	10	22,041	17
5	3,465	7	8,329	16
6	1,250	2	1,035	2
7	-	-	2,650	1
$7\frac{1}{2}$	8,500	1	-	-
10	475	2	810	2
12	-	-	2,400	1
$12\frac{1}{2}$	-	-	14,671	5
$13\frac{1}{2}$	4,280	1	-	-
15	240	1	856	3
18	-	-	240	1
20	-	-	300	1
50	-	-	380	1
Total	146,423	145	160,356	149

Table 8A

NEW MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Minimum Benefit	Employees	Agreements
\$2.00/Mo./Yr. of service	525	1
\$2.80/Mo./Yr. " "	515	1
\$3.50/Mo./Yr. " "	650	3
\$3.75/Mo./Yr. " "	202	1
\$4.00/Mo./Yr. " "	1,391	5
\$4.10/Mo./Yr. " "	250	1
\$4.25/Mo./Yr. " "	215	1
\$4.50/Mo./Yr. " "	825	2
\$5.00/Mo./Yr. " "	7,509	5
\$5.25/Mo./Yr. " "	1,712	4
\$5.50/Mo./Yr. " "	559	2
\$6.00/Mo./Yr. " "	3,128	9
\$6.25/Mo./Yr. " "	800	2
\$6.30/Mo./Yr. " "	250	1
\$6.50/Mo./Yr. " "	3,235	2
\$7.00/Mo./Yr. " "	17,574	7
\$7.25/Mo./Yr. " "	8,448	6
\$7.50/Mo./Yr. " "	3,513	2
\$7.75/Mo./Yr. " "	900	1
\$8.00/Mo./Yr. " "	19,300	3
Total	71,501	59

Table 8B

INCREASE IN MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

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Increase	Employees	Agreements
\$ .50/Mo.	7,899	6
\$ .60/Mo.	250	1
\$ .75/Mo.	957	3
\$1.00/Mo.	5,485	14
\$1.25/Mo.	18,206	7
\$1.50/Mo.	8,599	5
\$1.75/Mo.	5,070	5
\$2.00/Mo.	21,919	9
\$2.25/Mo.	300	1
\$2.80/Mo.	515	1
\$3.00/Mo.	970	2
\$3.50/Mo.	440	2
\$4.00/Mo.	891	3
Total	71,501	59

Table 9A

NEW LEVELS OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

Long Term Disability Benefits	Employees	Agreements
\$34.62/Wk.	575	2
\$46.15/Wk.	320	1
\$60.00/Wk.	810	1
\$70.00/Wk.	200	1
\$75.00/Wk.	810	1
\$80.00/Wk.	300	1
\$85.00/Wk.	7,325	3
\$90.00/Wk.	325	1
Total	10,665	11

Table 9B

INCREASE IN LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE  
FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

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Increase	Employees	Agreements
\$5.00	7,325	3
\$11.53	320	1
\$15.00	300	1
\$20.00	810	1
\$23.07	200	1
New	1,710	4
Total	10,665	11



Table 10A

NEW LEVEL OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE SCALED  
TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE  
BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

---

Amount of Long Term Disability Benefit	Employees	Agreements
50%	3,958	6
60%	5,500	2
65%	9,068	5
Total	18,526	13

Table 10B

INCREASE IN LEVEL OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS  
ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION  
COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE  
EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

---

Increase	Employees	Agreements
10%	3,000	1
New	15,086	11
Total	18,086	12*

\*One agreement is excluded because of a change in method of calculating benefits.

Table 11A

NEW LEVEL OF EMPLOYER CONTRIBUTION TO LONG TERM DISABILITY PLAN  
ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING  
AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

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Employer Contribution	Employees	Agreements
50%	10,971	8
66%	4,870	1
66-2/3%	60,000	4
80%	660	2
100%	3,740	8
Total	80,241	23

Table 11B

INCREASE IN LEVEL OF EMPLOYER CONTRIBUTION TO LONG TERM DISABILITY  
PLAN ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING  
AGREEMENTS COVERING 200 OR MORE EMPLOYEES  
NEGOTIATED IN 1972 IN ONTARIO

---

Increase	Employees	Agreements
5%	440	1
6%	4,870	1
16-2/3%	53,700	2
New	21,231	19
Total	80,241	23





## APPENDIX B



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Table 1

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO  
IN 1972 BY INDUSTRY AND DURATION OF AGREEMENT<sup>1</sup>

Industry	All Agreements		One-Year <sup>2</sup> Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	312,513	450	51,834	70	172,483	259	88,196	121
All Industries (Excluding Con- struction)	290,774	418	37,655	54	165,273	244	87,846	120
Manufacturing	115,186	228	9,960	23	51,389	110	53,837	95
Food and Beverage	7,882	24	840	2	3,500	8	3,542	14
Tobacco	1,445	4	-	-	1,445	4	-	-
Rubber	1,140	3	-	-	-	-	1,140	3
Leather	1,110	6	-	-	210	1	900	5
Textile	5,687	14	-	-	2,895	6	2,792	8
Knitting Mills	620	2	-	-	620	2	-	-
Clothing	4,692	5	1,500	2	-	-	3,192	3
Wood	1,574	6	210	1	1,364	5	-	-
Furniture and Fixture	2,421	14	-	-	2,421	14	-	-
Paper and Allied	8,557	26	5,465	12	1,831	6	1,261	8
Printing and Publishing	3,580	6	360	1	2,020	4	1,200	1
Primary Metals	25,875	20	-	-	3,317	9	22,558	11
Metal Fabricating	8,330	26	-	-	3,905	11	4,425	15
Machinery	7,806	10	565	1	6,581	7	660	2
Transportation Equipment	6,656	21	210	2	2,256	7	4,190	12
Electrical Products	18,792	18	370	1	13,772	13	4,650	4
Non-Metallic Mineral Products	1,976	5	440	1	240	1	1,296	3
Chemical and Chemical Products	3,077	7	-	-	1,840	4	1,237	3
Miscellaneous Manufacturing	3,966	11	-	-	3,172	8	794	3
Non-Manufacturing (Excluding Construction)	175,588	190	27,695	31	113,884	134	34,009	25
Mines, Quarries and Oil Wells	22,151	14	210	1	1,755	4	20,186	9
Transportation	7,846	7	-	-	7,466	6	380	1
Communication	13,482	5	12,635	3	234	1	613	1
Electric Power, Gas and Water Utilities	420	1	-	-	-	-	-	-
Wholesale Trade	2,250	3	-	-	1,950	2	420	1
Retail Trade	18,695	13	-	-	18,695	13	300	1
Insurance and Real Estate	500	1	500	1	-	-	-	-
Education and Related Services	17,405	29	667	2	-	-	-	-
Health and Welfare Services	15,968	44	5,987	14	16,738	27	-	-
Motion Picture and Recreational Services	350	2	350	2	9,981	30	-	-
Services to Business	-	-	-	-	-	-	-	-
Management	275	1	275	1	-	-	-	-
Personal Services	3,897	7	-	-	-	-	-	-
Miscellaneous Services	270	1	-	-	1,305	3	2,592	4
Federal Administration	19,547	20	-	-	-	-	270	1
Provincial Administration	24,860	5	3,980	2	10,579	14	8,968	6
Local Administration	27,672	37	3,091	5	20,880	3	-	-
Construction	21,739	32	14,179	16	24,301	31	280	1
					7,210	15	350	1

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three year agreements are those with a term of 30 months or more.

Table 2

AVERAGE ANNUAL PER CENT<sup>1</sup> WAGE INCREASES IN BASE RATES ESTABLISHED BY  
COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN  
1972 BY INDUSTRY AND DURATION OF AGREEMENT<sup>2</sup>

Industry	All Agreements	One-Year <sup>3</sup> Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>7.9</u>	<u>9.0</u>	<u>7.8</u>	<u>7.4</u>
<u>All Industries (Excluding Construction)</u>	<u>7.7</u>	<u>7.9</u>	<u>7.8</u>	<u>7.4</u>
<u>Manufacturing</u>	<u>7.6</u>	<u>7.9</u>	<u>7.6</u>	<u>7.5</u>
Food and Beverage	8.6	8.7	7.6	9.6
Tobacco	9.2	-	9.2	-
Rubber	8.0	-	-	8.0
Leather	8.2	-	5.7	8.8
Textile	8.0	-	7.7	8.3
Knitting Mills	9.2	-	9.2	-
Clothing	5.8	4.8	-	6.3
Wood	8.9	13.2	8.3	-
Furniture and Fixture	8.0	-	8.0	-
Paper and Allied	9.0	9.0	9.2	8.9
Printing and Publishing	8.2	7.1	8.7	7.8
Primary Metals	7.5	-	7.8	7.5
Metal Fabricating	7.4	-	8.2	6.7
Machinery	5.8	7.2	5.6	5.6
Transportation Equipment	7.1	0.0	7.3	7.3
Electrical Products	7.5	7.1	7.7	6.8
Non-Metallic Mineral Products	7.6	7.0	6.2	8.0
Chemical and Chemical Products	7.5	-	8.2	6.6
Miscellaneous Manufacturing	7.3	-	7.3	7.2
<u>Non-Manufacturing (Excluding Construction)</u>	<u>7.7</u>	<u>7.9</u>	<u>7.8</u>	<u>7.3</u>
Mines, Quarries and Oil Wells	6.8	3.8	5.2	6.9
Transportation	8.6	-	8.5	10.9
Communication	7.0	6.9	12.0	6.9
Electric Power, Gas and Water				
Utilities	5.8	-	-	5.8
Wholesale Trade	13.8	-	14.2	11.0
Retail Trade	9.9	-	9.9	-
Insurance and Real Estate	8.3	8.3	-	-
Education and Related Services	7.1	7.9	7.1	-
Health and Welfare Services	8.8	8.6	8.9	-
Motion Picture and Recreational				
Services	0.0	0.0	-	-
Services to Business Management	6.3	6.3	-	-
Personal Services	8.2	-	6.8	8.8
Miscellaneous Services	10.3	-	-	10.3
Federal Administration	7.0	-	6.7	7.3
Provincial Administration	7.7	11.1	7.0	-
Local Administration	7.1	7.8	7.0	8.2
<u>Construction</u>	<u>11.0</u>	<u>11.9</u>	<u>9.6</u>	<u>14.0</u>

1. Per cents are expressed in compound terms, weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Table 3

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY  
COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN  
1972 BY INDUSTRY AND DURATION OF AGREEMENT<sup>1</sup>

Industry	All Agreements	One-Year <sup>2</sup> Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>26.5</u>	<u>34.8</u>	<u>24.9</u>	<u>24.6</u>
<u>All Industries (Excluding Construction)</u>	<u>23.9</u>	<u>23.3</u>	<u>23.8</u>	<u>24.3</u>
<u>Manufacturing</u>	<u>23.4</u>	<u>24.6</u>	<u>22.0</u>	<u>24.4</u>
Food and Beverage	26.7	29.7	22.1	30.5
Tobacco	27.9	-	27.9	-
Rubber	25.7	-	-	25.7
Leather	22.2	-	10.0	25.0
Textile	19.3	-	19.3	19.3
Knitting Mills	16.8	-	16.8	-
Clothing	10.5	8.3	-	11.6
Wood	25.6	39.0	23.5	-
Furniture and Fixture	20.5	-	20.5	-
Paper and Allied	29.3	30.2	25.9	30.6
Printing and Publishing	33.1	15.0	30.0	44.3
Primary Metals	26.2	-	25.6	26.3
Metal Fabricating	23.5	-	24.4	22.7
Machinery	19.4	22.0	19.1	20.4
Transportation Equipment	19.8	0.0	20.8	20.3
Electrical Products	21.3	18.5	21.6	20.8
Non-Metallic Products	25.1	24.0	21.0	26.3
Chemical and Chemical Products	23.3	-	22.7	24.3
Miscellaneous Manufacturing	18.9	-	18.9	19.2
<u>Non-Manufacturing (Excluding Construction)</u>	<u>24.3</u>	<u>22.9</u>	<u>24.6</u>	<u>24.3</u>
Mines, Quarries and Oil Wells	23.9	10.0	11.8	25.1
Transportation	32.5	-	31.8	46.7
Communication	17.1	17.0	23.3	18.6
Electric Power, Water and Gas				
Utilities	14.3	-	-	14.3
Wholesale Trade	64.2	-	66.4	50.0
Retail Trade	28.7	-	28.7	-
Insurance and Real Estate	30.0	30.0	-	-
Education and Related Services	21.0	25.8	20.8	-
Health and Welfare Services	21.6	22.6	21.0	-
Motion Picture and Recreational Services	0.0	0.0	-	-
Services to Business Management	13.4	13.4	-	-
Personal Services	17.0	-	13.1	18.9
Miscellaneous Services	26.7	-	-	26.7
Federal Administration	24.1	-	25.4	22.5
Provincial Administration	23.7	48.6	18.9	-
Local Administration	25.1	16.9	26.0	33.7
<u>Construction</u>	<u>61.5</u>	<u>65.1</u>	<u>51.6</u>	<u>84.0</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.
2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.



Table 4

WORK STOPPAGES IN ONTARIO BY INDUSTRY  
1970-1972

Industry	Work Stoppages			Workers Involved			Duration in Man-Days		
	1972*	1971*	1970	1972*	1971*	1970	1972*	1971*	1970
1 Industries	186	192	215	68,510	79,488	81,592	2,144,790	1,344,830	2,547,210
Manufacturing	124	131	127	35,651	63,517	53,251	848,840	1,013,830	2,318,570
Food and Beverages	10	7	18	3,403	762	3,665	97,900	27,840	69,420
Tobacco Products	-	1	-	-	250	-	-	620	-
Rubber	4	4	3	1,245	2,194	367	2,650	14,750	22,450
Leather	2	1	2	384	115	347	3,100	230	4,190
Textile	2	4	2	764	326	381	22,180	12,860	8,550
Knitting Mills	1	-	1	160	-	550	320	-	2,750
Clothing	1	3	-	18	1,000	-	90	18,430	-
Wood	2	1	3	268	36	109	3,930	4,180	1,700
Furniture and Fixtures	2	3	6	2,475	519	1,988	36,380	16,380	19,060
Paper	5	4	7	901	1,511	3,993	9,370	40,630	39,160
Printing and Publishing	4	4	5	229	68	659	13,230	1,830	6,630
Primary Metals	6	6	3	1,026	670	200	5,690	8,950	8,820
Metal Fabricating	27	18	14	2,877	2,253	3,223	55,980	98,360	34,850
Machinery	16	8	8	6,646	4,186	1,232	131,900	28,940	40,870
Transportation Equipment	15	34	12	5,633	38,164	26,257	257,280	483,090	1,648,590
Electric Products	8	12	19	6,834	4,960	6,194	94,820	58,220	279,070
Non-Metallic Mineral Products	5	12	12	1,335	5,334	1,639	49,180	171,410	21,010
Petroleum and Coal Products	-	-	1	-	-	11	-	-	310
Chemical Products	9	2	4	1,065	249	301	53,660	7,970	6,100
Miscellaneous Manufacturing	5	7	7	424	920	2,135	11,180	19,140	105,040
Non-Manufacturing	62	61	88	32,850	15,971	28,341	1,295,950	331,000	228,640
Agriculture	-	-	-	-	-	-	-	-	-
Forestry	2	-	-	49	-	-	890	-	-
Fishing and Trapping	-	-	-	-	-	-	-	-	-
Mines, Quarries and Oil Wells	-	-	1	-	-	355	-	-	7,460
Construction	21	20	42	9,724	8,541	22,321	190,770	205,080	140,030
Transportation	4	4	7	343	542	665	3,060	25,250	11,340
Storage	-	-	-	-	-	-	-	-	-
Electric Power, Gas and Water	4	5	5	12,194	1,001	1,541	900,770	23,920	30,250
Trade	14	15	14	1,265	2,419	1,127	16,110	38,230	20,080
Finance, Insurance and Real Estate	-	-	-	-	-	-	-	-	-
Education and Related Services	4	3	7	3,110	760	876	5,110	17,200	6,100
Health and Welfare Services	3	1	4	1,346	16	929	86,680	20	4,470
Personal Services	2	3	3	83	258	313	2,010	7,780	5,820
Other Services	2	2	3	144	165	161	4,010	920	2,440
Public Administration	6	8	2	4,601	2,269	53	86,540	12,600	650

Preliminary

Source: Labour Organizations and Labour Disputes Division, Economics and Research Branch,  
Canada Department of Labour

TABLE 5

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO  
IN INDUSTRIES OTHER THAN CONSTRUCTION AS  
A PROPORTION OF TOTAL AGREEMENTS IN  
FORCE, 1971-1972

Industry	Employees		1972	1971	Agreements		1972	1971
	Total Number Negotiated	Total Number in Force	%	%	Total Number Negotiated	Total Number in Force	%	%
All Industries	385,623	760,357	51	49	2,903	5,862	50	52
Manufacturing	177,408	415,878	43	43	1,447	2,924	49	49
Food & Beverage	16,102	36,911	44	43	217	431	50	46
Tobacco Products	1,602	2,234	72	23	11	15	73	20
Rubber	1,413	10,685	13	83	11	48	23	70
Leather	2,654	5,794	46	65	25	49	51	61
Textile	8,405	15,955	53	45	46	89	52	49
Knitting Mills	892	2,582	37	83	9	19	47	56
Clothing	5,855	12,042	49	34	20	53	38	53
Wood	3,977	7,832	51	61	52	110	47	60
Furniture & Fixtures	4,573	22,718	20	34	52	69	75	36
Paper & Allied	11,993	13,098	92	25	104	191	54	36
Printing, Publishing & Allied	6,628	12,892	52	43	121	248	49	48
Primary Metal	28,363	35,941	79	17	68	115	59	47
Metal Fabricating	17,480	37,542	47	42	216	405	53	47
Machinery	11,417	22,362	51	50	64	165	39	52
Transportation Equipment	10,240	85,156	12	54	71	189	37	52
Electrical Products	23,285	44,784	52	33	86	189	46	54
Non-Metallic Mineral Products	8,300	16,976	49	53	123	226	54	49
Petroleum & Coal Products	805	2,040	39	63	5	16	31	80
Chemical & Chemical Products	5,986	12,873	47	48	74	149	51	55
Miscellaneous Manufacturing	7,438	15,724	47	41	72	148	49	49
Non-Manufacturing	208,215	347,706	60	57	1,456	2,938	50	55
Forestry	1,019	5,998	17	79	10	47	21	78
Mines, Quarries & Oil Wells	23,886	28,949	83	9	50	86	58	43
Transportation	11,082	57,370	19	82	133	314	42	47
Storage	100	1,496	7	54	5	18	28	50
Communication	13,753	17,444	79	83	12	32	37	58
Electric Power, Gas & Water								
Utilities	2,216	21,048	11	35	69	163	42	66
Trade	19,764	51,587	47	40	251	514	49	53
Finance, Insurance and Real Estate	25,326	1,245	72	54	31	65	48	48
Education & Related Services	22,198	29,657	74	52	112	193	58	57
Health & Welfare Services	25,108	44,452	56	73	226	391	59	72
Motion Picture & Recreation								
Services	3,201	5,634	57	18	48	146	33	22
Services to Business Management	2,818	7,953	35	55	8	23	35	59
Personal Services	7,982	15,925	50	39	104	231	45	48
Miscellaneous Services	1,655	3,012	55	59	105	220	48	52
Provincial Administration	11,160	13,773	81	84	4	83	5	50
Local Administration	36,947	42,163	88	47	288	412	70	59

Note: A few first agreements are not included in these figures.

TABLE 6

VOLUME OF CONCILIATION ACTIVITY, ONTARIO MINISTRY OF LABOUR  
JANUARY 1 TO DECEMBER 31, 1971 AND 1972

	<u>Disputes*</u>		<u>Employees</u>	
	<u>1972(p)</u>	<u>1971(r)</u>	<u>1972(p)</u>	<u>1971(r)</u>
<u>OFFICER STAGE</u>				
<u>In Process</u>				
Total	<u>1,909</u>	<u>2,305</u>	<u>283,403</u>	<u>226,208</u>
Pending, December 31	252	252	28,699	30,678
Referred during period	1,657	2,053	254,704	195,530
<u>Disposed of</u>				
Total	<u>1,740</u>	<u>2,063</u>	<u>262,720</u>	<u>197,509</u>
Settled by Officer				
Construction	96	193	8,038	13,644
Non-construction	721	706	62,574	52,301
Referred to Conciliation Boards	10	2	3,575	8,000
No Boards				
Construction	146	364	13,661	17,965
Non-construction	753	765	173,835	103,873
Lapsed				
Construction	2	3	109	80
Non-construction	12	30	928	1,646
<u>Pending, December 31</u>	<u>169</u>	<u>242</u>	<u>20,683</u>	<u>28,699</u>

CONCILIATION BOARD STAGE

During the year 1972, ten disputes involving 3,575 employees were referred to one conciliation board and were reported "no settlement". In 1971, three disputes involving 11,644 employees were being considered by conciliation boards. One dispute was settled and two involving 8,000 employees were reported "no settlement".

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\* Agreements

(p) Preliminary

(r) Revised

TABLE 7

VOLUNTARY MEDIATION PROVIDED BY CONCILIATION AND  
MEDIATION SERVICES, ONTARIO MINISTRY OF LABOUR,  
JANUARY 1 TO DECEMBER 31, 1972(p)

Total Mediation in Process, January 1 to December 31, 1972	<u>321</u>	<u>100,596</u>
Carried over from previous months	27	4,910
Assigned, January 1 to December 31, 1972	294	95,686
 1. <u>Disposition</u>	<u>300</u>	<u>96,276</u>
A. Mediation began during post-conciliation bargaining:	<u>250</u>	<u>85,778</u>
(1) settled without a work stoppage		
- at mediation	183	56,575
- following mediation assistance	3	199
- to arbitration	1	1,450
(2) settled after a work stoppage		
- at mediation	42	12,573
- following mediation assistance	20	3,481
- to arbitration	1	11,500
B. Mediation began after work stoppage:	<u>36</u>	<u>8,367</u>
- settled at mediation	31	7,366
- settled following mediation assistance	5	1,001
C. Mediation disputes lapsed	<u>14</u>	<u>2,131</u>
 2. <u>Pending, December 31, 1972</u>	<u>21</u>	<u>4,320</u>
A. Mediation began during post-conciliation bargaining:	<u>17</u>	<u>3,711</u>
- no work stoppage	12	1,773
- work stoppage	5	1,938
B. Mediation began after work stoppage	<u>4</u>	<u>609</u>

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\* Agreements

(p) Preliminary







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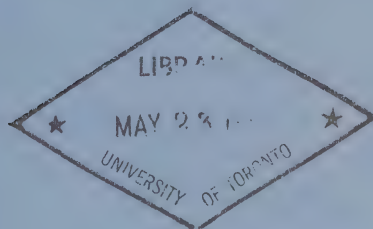


Ministry of  
Labour

Research Branch

Research Branch

**COLLECTIVE BARGAINING IN ONTARIO**  
**1973**





COLLECTIVE BARGAINING IN ONTARIO

1973

The second sentence, paragraph two, page 9  
should read:-

"There were only 20 work stoppages resulting  
in 155,960 man-days lost."

Toronto, Ontario

April 1974

Hon. Fern Guindon  
Minister

Mr. R. D. Johnston  
Deputy Minister



COLLECTIVE BARGAINING IN ONTARIO

1973

Research Branch

Ontario Ministry of Labour

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## COLLECTIVE BARGAINING IN ONTARIO - 1973

This review highlights the issues and results of collective bargaining in Ontario during 1973 and attempts to identify the more important influences that shaped these negotiations. The paper begins with summary comments about the climate and intensity of bargaining. Then it describes, in some detail, negotiations in the construction, manufacturing and service sectors, and concludes with two statistical appendices on changes made in benefits and wage rates.

### The Economic Climate

Collective bargaining in Ontario during 1973 took place in an economy characterized by rapid growth, relatively tight labour markets, and sharply rising prices. These circumstances were major factors in determining which issues became important at the bargaining table during the year.

An already established expansionary trend in the economy continued at an even faster rate in 1973. Gross Provincial Product increased by an estimated \$5.5 billion (current) over 1972, a rise of 13 per cent. Discounting the influence of inflation - the annual rate of increase was 6.8 per cent. Other indicators confirm the buoyancy of the economy. In spite of raw material shortages, private and public investment rose by 11.3 per cent and the value of retail trade (current dollars) by 12.3 per cent over the 1972 levels. (For comparisons with 1971 and 1972 see Table 1).

Relatively rapid growth in employment and slow growth in the labour force combined to bring about a better balance in the labour market in 1973 than existed in either of the two preceding years. Average employment rose 4.6 per cent, and the labour force expanded by 3.8 per cent. As a result, the 1973 provincial unemployment rate was 4.1 per cent of the labour force and, for several months, the rate was 3.5 per cent or less; employers experienced difficulty in finding skilled workers.

Inflationary pressures increased in intensity chiefly as a result of general world shortages of food, fuel and raw materials. The Implicit Price Index rose by 6.0 per cent compared with a rise of 4.5 per cent the previous year and the Consumer Price Index showed a somewhat greater advance. Food prices rose particularly sharply; the year over year increase was approximately 17 per cent. The rise

Table 1

The Ontario Economy 1971-73

	Year			Percentage Change		
	1973	1972	1971	73/72	72/71	71/70
GROSS PROVINCIAL PRODUCT (\$ Billion current)	47.8*	42.3	38.1	13.0	11.0	7.0
GROSS PROVINCIAL PRODUCT (Constant 1961 \$ Billion)	31.3*	29.3	27.6	6.8	6.2	3.4
IMPLICIT PRICE INDEX (1961 = 100)	152.9	144.2	138.0	6.0	4.5	3.8
CONSUMER PRICE INDEX <sup>c</sup> (1971 = 100)	150.4	139.8	133.4	7.6	4.8	2.9
LABOUR FORCE (000's)	3,510	3,381	3,249	3.8	4.1	3.8
EMPLOYMENT (000's)	3,367	3,219	3,079	4.6	4.5	2.8
UNEMPLOYED (As % of Labour Force)	4.1	4.8	5.2	-14.6	-7.7	20.9
PRIVATE AND PUBLIC INVESTMENT (\$ Billion Current)	9.2*	8.2	7.5	11.3	10.5	7.7
RETAIL SALES (\$ Billion Current)	14.6	13.0	11.9	12.3	9.2	9.2

Source: Ontario Statistical Review, Economic Planning Branch,  
Ministry of Treasury, Economics and Inter-Governmental  
Affairs and Statistics Canada, Labour Force Survey.

\* Indicates figures are estimates

<sup>c</sup> Figure is for all Canada

in food costs intensified in the latter half of 1973, and was reflected in relatively large wage settlements in contracts negotiated toward the end of the year.

### Overview of Bargaining

Numbers Involved - Measured both in numbers of agreements and workers involved, 1973 was a year of extensive bargaining. In non-construction industries, the Labour Ministry identified 3,029 new and renewed contracts covering 403,749 workers (see Appendix A, Table 5). These figures represent 51 per cent of all the collective agreements on file with the Ministry in the forestry, mining, manufacturing, transportation and service industries and 44 per cent of the Ontario workers they cover.

In construction, 230 of the 304 pattern-setting agreements were opened for renewal. By year end, negotiations had been completed on 211 of these covering 70,530 construction workers or 96 per cent of those bargaining during the year.

Work Stoppages<sup>1</sup> - Considering the climate and extent of bargaining, especially in the construction industry, the Province's 1973 experience with work stoppages was moderately encouraging. While the numbers of stoppages reported (203) and workers involved (114,049) were higher than in either of the two immediately preceding years, man-days of work lost were down to 1,693,840 from 2,072,830 a year earlier (see Table 2). The most pronounced decline occurred in time lost in the non-manufacturing sector and is explained by the extended 1972 work stoppage at Ontario Hydro.

As in past years, a few work stoppages accounted for a large share of the man-days lost. Slightly more than 30 per cent of the 1973 total resulted from work stoppages involving the Northern Electric Company and various unions; Ford Motor Company and the Auto Workers; and Dare Foods and the Brewery Workers. Three other stoppages in the pulp and paper and transportation equipment industries contributed more than 50,000 man-days each to the total. (Time lost due to the 1973 strike of railway workers is not considered here because they are under Federal jurisdiction).

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1. The data in the paragraphs under the headings Work Stoppages and Conciliation and Mediation and in Tables 4, 6 and 7 of Appendix A refer to the Ontario labour relations jurisdictions and other data in this report refer to both the Federal and Provincial jurisdictions.

Table 2

Number of Work Stoppages, Workers Involved and Man-Days Lost  
in Establishments Under Ontario Labour Relations  
Jurisdiction, 1969 to 1973

	<u>Work Stoppages</u>	<u>Workers Involved</u>	<u>Man-Days Lost</u>
1969			
All Industries	238	130,909	5,318,770
Manufacturing	143	55,579	2,118,350
Non-Manufacturing	46	30,913	1,840,074
Construction	49	44,417	1,360,350
1970			
All Industries	215	81,592	2,547,210
Manufacturing	127	53,251	2,318,570
Non-Manufacturing	46	6,020	88,610
Construction	42	22,321	140,030
1971			
All Industries	202	80,517	1,366,750
Manufacturing	137	64,439	1,031,980
Non-Manufacturing	45	7,537	129,690
Construction	20	8,541	205,080
1972			
All Industries	188	68,590	2,072,830
Manufacturing	127	35,743	852,550
Non-Manufacturing	40	23,114	1,028,130
Construction	21	9,733	192,150
1973			
All Industries	203	114,049	1,693,840
Manufacturing	136	66,026	1,333,410
Non-Manufacturing	47	37,474	204,470
Construction	20	10,549	155,960

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Source: Labour Organization and Labour Disputes Division,  
Economics and Research Branch, Canada Department  
of Labour.

When the measures of work stoppage activity are set out by industry, they reveal wide year-to-year variations in numbers of stoppages, workers involved and time lost (see Appendix A, Table 4). However, the tabulation below refers to public administration and suggests that there may be a trend to greater strike and lockout activity in this area.

<u>Year</u>	<u>Stoppages</u>	<u>Workers Involved</u>	<u>Man-Days Lost</u>
1969	3	242	2,060
1970	2	53	650
1971	8	2,269	12,600
1972	5	4,580	85,620
1973	5	2,000	73,980

Time lost through strikes and lockouts needs to be put in perspective. During 1973, the total number of man-days lost in establishments under Ontario labour relations jurisdiction was 0.24 per cent of the estimated total work time of Ontario's non-agricultural paid work force.<sup>2</sup> This percentage is considerably less than those for the years 1968 to 1970 and compares favourably with the figure for all of Canada. A further point to be borne in mind is that 95.5 per cent of all collective agreements effected in Ontario during 1973 were settled without resort to a work stoppage.

Conciliation and Mediation<sup>3</sup> - Due mainly to the relatively heavy bargaining in the construction industry, the conciliation workload handled by the Ministry of Labour was greater in 1973 than in either of the two preceding years. The number of collective agreement disputes handled by conciliation officers increased by 33 per cent over 1972 for a total of 2,641. Of these, 32.2 per cent were settled at the officer stage, 56.8 per cent were reported "no board" and 10.3 per cent were outstanding at the year end. (See Appendix A, Table 6).

The Ministry has placed increasing emphasis on voluntary mediation as a means of resolving collective bargaining conflict. Mediation officers provided assistance in 355 negotiations in 1973. In 299 disputes mediation was requested in the face of impending

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2. Excluding approximately 260,000 paid workers in Ontario in establishments under Federal labour relations jurisdiction.

3. See Footnote 1.



work stoppages, 62.5 per cent of these were settled before the strike deadline and mediators assisted in settlement of over 90 per cent of the disputes that involved strikes. (See Appendix A, Table 7).

#### Negotiated Wage Increases

Because of the detailed information required, it is difficult to measure rates of wage change under collective bargaining. However, the annual average percentage increase in base wage rates set by newly negotiated agreements gives a reasonably accurate indication of these changes. The base rate indicator is more reliable when bargained wage increases are fully specified in the contract rather than dependent on events that may occur during its life, for example, a change in the Consumer Price Index.

It might be expected that the sharply higher rate of increase in prices during 1973 than in 1972 would have stimulated a similar development in bargained wages. Generally, this was not the case. The average base rate increase was 7.9 per cent for each of the two years.

This all-industry average conceals sectorial and industry differences that account for the two year stability of the rate of change in base rates. Most important, in construction (where the base rate measure is highly reliable) the 1973 annual rate of increase, at 7.8 per cent, was down sharply for the second successive year. Also, in 1973 wages advanced at a marginally lower rate in manufacturing than in 1972, but at a sufficiently greater one in the heavily weighted service industries to offset the declines in the other two sectors. (See Table 3). The information from which these conclusions are drawn is shown in detail by industry in Tables 1, 2 and 3 of Appendix A.

A number of factors may have contributed to the relatively moderate advance in bargained wages described immediately above. First, the rise in 1973 price levels was most pronounced in the latter part of the year. By that time a number of moderate wage settlements had been concluded. As noted, construction industry settlements, in particular, were moderate relative to previous years. This restraint may reflect high unemployment of workers attached to the industry in certain centres of the province. However, the main explanation appears to be the resolution shown by both labour and manage-



ment to support the Construction Industry Review Panel's<sup>4</sup> efforts to bring greater stability and a better public image to the industry's labour relations.

Table 3

Weighted Average Annual Per Cent Increases in Base Rates  
Established by Collective Bargaining Settlements\*  
Negotiated in Ontario, 1972 and 1973

Industry	Number of Agreements		Employees Affected		Per Cent Increases		Actual Increase	
	1973	1972	1973	1972	1973	1972	1973	1972
All Industry	540	450	364,543	312,513	7.9	7.9	30.4	26.5
Manufacturing	247	228	138,905	115,186	7.5	7.6	27.2	23.4
Non- Manufacturing	204	190	160,605	175,588	8.2	7.7	26.8	24.3
Construction	89	32	65,033	21,739	7.8	11.0	46.1	72.9

Source: Tables 1, 2 and 3, Appendix A.

\*Settlements covering 200 or more employees

Second, 16 per cent of the major settlements negotiated in 1973 contain provisions for cost of living allowances. The full increases in these allowances that will occur during the life of the contract are not reflected in the average change in base wage rate data discussed above. Nevertheless, these allowances increase the wage rates actually received in an inflationary environment and may tend to reduce the fixed increase agreed to in most labour contract settlements. Almost certainly these considerations result in the base wage rate data understating the actual rate of wage increase for 1973.

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4. The Ministry of Labour established the Panel in August 1972. It is composed of union and employer representatives from the construction industry and an independent chairman. Its purpose is to promote effective collective bargaining and stability of construction activity.

A more general measure of wage change can be developed from average hourly earnings data compiled by Statistics Canada. Unfortunately for comparison purposes, these data include overtime earnings, a factor that was particularly important in 1973. Nevertheless, the overtime element is included consistently so general trends in wages may be reflected. (See Table 4).

Table 4

Average Hourly Earnings in Manufacturing in Ontario  
1972 and 1973

Month	1972		1973	
	Average Hourly Earnings (\$Current)	Percentage* Change	Average Hourly Earnings (\$Current)	Percentage* Change
Jan.	3.62	7.7	3.92	8.3
Feb.	3.62	6.8	3.93	8.6
Mar.	3.65	7.4	3.97	8.8
Apr.	3.70	7.6	3.99	7.8
May	3.71	6.9	4.04	8.9
Jun.	3.72	7.2	4.06	9.1
Jul.	3.70	7.6	4.04	9.2
Aug.	3.77	8.6	4.03	6.9
Sep.	3.80	8.3	4.12	8.4
Oct.	3.83	8.5		
Nov.	3.85	8.8		
Dec.	3.87	8.4		
Twelve Month Average	3.74	7.8	-	-
Nine Month Average	3.70	7.6	4.01	8.4

\*Percentages calculated on year over year increases.

Source: Statistics Canada, Review of Manhours and Hourly Earnings. Cat. No. 72-002.

## Major Bargaining Situations

This section of the paper discusses both the process and content of bargaining in Ontario in 1973. It draws heavily on major negotiations to identify and describe what seem to be the more important developments that occurred.

### Construction

Although three-quarters of the major construction agreements in Ontario were open for renewal during 1973, few strikes or lockouts marred the bargaining. There were only 22 work stoppages resulting in 159,500 man-days lost. This compares to 21 stoppages and more than 192,000 man days lost in the much lighter bargaining year of 1972.

Industry representatives attribute the peaceful negotiations to unemployment of construction workers and a genuine desire to make collective bargaining work. This desire appears to have been rooted in concern about the difficult labour relations and high rates of wage increase that had persisted in the industry since the late 1960s. Through preventive mediation and other activities, the Construction Industry Review Panel helped to focus attention on these problems and to bring about a better understanding of them in advance of direct negotiations.

Consolidated Bargaining - Important gains made in establishing "wider-area" construction agreements may also reflect the Panel's influence. A consensus seems to be emerging in the industry that achievement of regional and eventually province-wide bargaining is essential in ensuring better bargaining practices, controlling wage pressures and reducing costs. The wider-area agreements that have appeared to date have replaced existing local contracts but have left the administrative responsibility in the hands of the local union and employer association.

The 1973 negotiations established one new province-wide agreement and completed the consolidation of local contracts into two negotiated in 1972. The new agreement is between the Labour Bureau of the Painting and Decorating Contractors of Ontario and the Painters' Union Ontario Council. It combines 13 separate bargaining units into one for all industrial, commercial and institutional painting work. The already existing province-wide agreement for masonry work in the same industry sector absorbed the four remaining local contracts in Hamilton, Sarnia, Thunder Bay and Windsor, and the province-wide agreement for marble, tile and terrazo

workers picked up the two remaining local contracts in Hamilton and Windsor.

Efforts to combine 17 sheet metal worker agreements into a single bargaining relationship for industrial, commercial and institutional work failed, but progress was made toward regional consolidation:

- Three sheet metal contractor groups at Brantford, Hamilton and St. Catharines formed one negotiating unit for the area encompassing the counties of Brant, Norfolk, Niagara, Wentworth, Haldimand and west half of Oxford. The resulting agreement replaced three contracts that were signed separately with the same local union.
- Two sheet metal employer groups in Kingston and Belleville merged into one association and became parties to a single agreement covering the counties of Lennox-Addington, Frontenac, Leeds, Prince Edward and the lower part of Hastings. Previously, the two groups negotiated separate agreements with the same local unions.
- Two contractors associations in Kingston and Belleville combined to bargain one agreement with the Labourers' Local 247, covering the counties of Grenville, Leeds, Frontenac, Lennox-Addington, south half of Hastings and east half of Northumberland.
- The Carpenters' Lake Ontario District Council signed one agreement for the Oshawa-Port Hope area with the Oshawa and District Construction Exchange, replacing two previously held by locals 397 and 1071.
- Two locals of the Plumbers' Union and associations of mechanical contractors at Oshawa and Peterborough combined their respective agreements into one with all four parties signing.

Accreditation - The opportunity provided by the Ontario Labour Relations Act for construction employer groups to be accredited as bargaining agents for contractors, is another avenue open to the industry in its efforts to bring about more orderly bargaining practices. Since the provision came into force in February 1971, 52 applications have been made by 21 different employer organizations seeking the right to represent contractors employing workers in various trades in different sectors of the industry.

Accreditation was granted in 25 applications involving 15 employer groups. They bargain for some 2,040 contractors employing approximately 11,270 tradesmen. Four applications were pending at year end.

Major Issues - The developments in bargaining structure outlined above were accompanied by a shift in the emphasis normally placed on major issues. As in earlier years, money had top priority but, in 1973, job protection and working conditions seemed to get a greater share of attention than is usually the case.

As already noted, the 1973 average annual increase in base wage rates in construction was 7.8 per cent. This average is based on 89 construction settlements covering more than 65,000 workers. Among these settlements the percentage change in the base rate figure ranged from 2.0 per cent to 17.7 per cent. However, only seven of them provided for an average annual increase of 10.0 per cent or more, while in 21 the estimated annual rate of wage change was less than 5.0 per cent.

The 1973 overall figure of 7.8 per cent compares to 11 per cent in 1972 and 13.7 per cent in 1971. For the first time in several years, the rate of base wage rate increase in construction was not substantially higher than those in other industry sectors.

The summary data on wage change appears to reflect the level of union demands. This conclusion is supported by the fact that most of the few strikes that did occur were of short duration and ended with the union wage request being agreed to. Nevertheless, there was wide variation between crafts and communities in both the demands made and the wage increases gained. Also, there was an observable variation in the size of settlements during the year; the smaller wage increases were concentrated in the early months of bargaining and the larger ones appeared later in the year.

The general trend of the wage bargaining may have been set by an early settlement in London covering most trades. In this settlement the package ranged from 60 to 80 cents an hour over a two year period and was a direct reflection of concern about unemployment in the industry. While the London settlement did not result in a pattern, relatively small increases were common in the Windsor, Ottawa and central Lake Ontario areas and appeared in some contracts negotiated elsewhere, notably, Sault Ste. Marie, Sudbury and the Niagara region.

While the concern about job security was directly expressed in the wage bargaining, it was manifested in other



ways. Some elements of the bargaining and settlements that demonstrate these concerns are as follows:

- In Hamilton the carpenters requested and obtained a commitment from the general contractors to give work only to sub-contractors who had signed an agreement with the Carpenters' Union.
- In Kitchener-Waterloo the new carpenters' agreement provides for a union-management liaison committee that will encourage the use of union members on all construction projects.
- In Kitchener-Waterloo the Plumbers' Union moved from a single hourly rate in the old agreement to three rates based on the class of work done. The lowest rate established, that for residential high rise building, was lower than the single rate in the previous contract. This change reflects the difficulty the organized sector of the industry has in competing with the unorganized for some types of work.
- Demands for a shorter work week were a major issue in the bargaining of sheet metal workers in Toronto, the plumbers and electricians in Hamilton, and labourers and teamsters working on subway, road, sewer and watermain construction in Metro Toronto, but little change resulted from them.

Questions about working conditions were important in some construction bargaining. In Toronto the cement masons went on strike over the issue of work scheduling, claiming it was not uncommon for them to work in excess of 12 hours per day for several days in succession. They returned to work after gaining agreement that they would be given 15 hours advance notice of overtime. Also in Toronto, labourers in road, subway and watermain construction obtained an improved grievance procedure and welfare plan. They failed to gain a reduction in daily hours from 11 to 9 but won overtime pay for work in excess of nine hours per day. In addition, the plasterers in Ottawa got the right to stop work if they feel the conditions are unsatisfactory and after the union and employer have been given an opportunity to rectify the situation.

A major dispute that reflected many of the concerns outlined above was in progress at the beginning of the year in elevator construction. The six month stoppage, which was national in scope, involved about 2,500 workers of whom half were in Ontario. The various Provincial jurisdictions



concerned those different ways of promoting settlement; Ontario imposed compulsory arbitration through special legislation passed on March 22, 1973. This action was taken only after repeated mediation efforts had failed to bring the International Union of Elevator Constructors and the five major elevator construction firms to agreement. It was the first use of compulsory arbitration in the private sector in the Province.

The issues in the disputes were complex. Important among them was a conflict of management rights versus the Union's work jurisdiction interest that focussed on what aspects of construction and installation of elevators should be done in the plant as opposed to on-site. Other matters relating to hiring, training and advancement practices were also major concerns. An arbitration board was formed in April, but it had not reported by the end of the year.

### Manufacturing

The most extensive negotiations in the manufacturing sector took place in the paper, printing and transportation equipment industries. In addition, important contracts were negotiated in primary metals, steel, electrical equipment and food.

Various factors determined the central issues in manufacturing bargaining. Important, where the employees were represented by the Auto Workers and Steelworkers unions, were bargaining goals formulated at conferences early in the year. Major issues defined at these conferences were:

- reductions in hours of work;
- management's unilateral right to change working rules during the life of an agreement;
- cost-of-living;
- voluntary overtime;
- discipline procedures; and
- pension plans.

Along with wage increases, some or all of these objectives were sought in most U.A.W. and U.S.W. negotiations. Several of them became the focus of much wider attention, notably, cost-of-living escalator provisions and shorter hours of work. Compared to wage increases, working conditions and fringe benefits seemed to be relatively important in 1973 bargaining in manufacturing industries.

Transportation Equipment - Chrysler was chosen as the pattern-setting company for the 1973 auto negotiations. The selection probably reflected the company's record of profits after some lean years and the fact that it is the only one of the "big three" with an international agreement.

A new international agreement between Chrysler and the U.A.W. was reached after a ten-day strike. Notable features of the new agreement were:

- wage adjustments included a flat 22 cents per hour increase for Canadian workers, to bring about wage parity between Canada and the United States, and a three per cent increase across the board in each year of the three-year agreement;
- a new cost-of-living formula based on a combined Canadian - U.S. cost-of-living index to prevent disparities from arising between the wages paid in the two countries;
- voluntary overtime after nine hours per day or 45 hours per week;
- by October 1, 1978, a minimum monthly pension of \$700.00 after 30 years of service; and
- a company paid dental plan.

One peculiarity of the contract, that may indicate problems with international agreements, is the section granting Chrysler employees the right to strike during the life of the agreement over health and safety issues. The provision is not operative under the Ontario Labour Relations Act.

Negotiations with Ford and General Motors (G.M.) were conducted separately in Canada and the U.S. Negotiations between the U.A.W. and Ford of Canada broke down over the issues of voluntary overtime and a "30-and-out" pension plan. The Ford workers went on strike on November 23. On December 7 a new settlement was accepted by the membership that closely resembled the one reached earlier at Chrysler. A similar agreement between the U.A.W. and G.M. followed. It was the first time that G.M. and the U.A.W. reached a major agreement in Canada without a strike or the threat of a strike.

Two major bargaining situations in the transportation equipment industry in which work stoppages occurred were at National Steel Car in Hamilton, where the Steelworkers

represent 1,100 employees, and Collingwood Shipyards, where the same union represents approximately 900 workers. The disputes were mainly concerned with wages, hours and fringe benefits, but at National Steel Car, the primary cause of the strike was the company's wish to exclude incentive rates from negotiations.

Paper - Wages dominated the bargaining in this industry. Their importance probably reflects the improved market position of the industry in 1973 compared to immediately preceding years. This factor may also have contributed to the substantial number of work stoppages that occurred.

The original 1973 wage demand in the paper industry was for a 12 per cent annual increase over a two-year period. This was modified to follow a pattern established in British Columbia and Saskatchewan which resulted in almost all the contracts settled providing for an eight and one-half per cent increase in each year of a two-year contract. The first major company to accept this pattern of settlement was Abitibi with 6,000 employees in Ontario; it was followed in paper mills employing more than 7,500 workers in Thunder Bay, Kenora, Fort Frances, Cornwall, Thorold and St. Catharines. Only one major agreement did not follow the pattern. This contract with the Canadian International Paper Company covers workers in Quebec, New Brunswick and Ontario, and established a wage increase of 23½ per cent over a three-year term.

The most difficult work stoppage involved the Ontario-Minnesota Pulp and Paper Company at Fort Frances and Kenora. The main issues were wages, working conditions, contracting-out of work and demands for special wage adjustments for tradesmen. Both plants were shut down in July when the tradesmen went on strike and other employees refused to cross picket lines. On October 17 the employees at the Kenora plant went back to work after accepting a settlement similar to the general pattern. The main issue delaying settlement at Fort Frances was the company's insistence on compulsory work for Easter Monday, Dominion Day and Labour Day; these holidays were recognized as shut-down holidays in the previous agreement. The issue affected only machinists; however, the other unions refused to cross the picket lines until all had settled. Early in November a settlement was reached providing for voluntary work on statutory holidays.

Printing and Publishing - As usual, pay and job security were important in negotiations in this industry that involved the major Windsor and Toronto daily papers and the Council of Printing Industries.

Negotiations between the Windsor Star and three unions representing some 150 tradesmen focussed on the effect of technological changes on job security. After a 23 day strike, the unions got most of their monetary demands including a \$45.00 a week increase over the term of the contract. They accepted the introduction of new technology in the composing room with limits on the maximum reduction of the work force brought about through attrition and jurisdiction over new job classifications that might arise out of technological change. In addition, the work week of thirty-seven and one-half hours will be reduced to thirty-six and one-quarter hours on March 1, 1975.

The main issues between the Toronto Newspaper Guild and the Toronto Star were wages and contracting-out of work to low-wage independent piece workers. After long negotiations a new two-year agreement provided for an \$18.00 per week increase in each year, plus increases in fringe benefits, such as full company payment of OHIP, introduction of a dental plan, an increase in maximum severance pay, four weeks vacation after nine years of service and a tightening of the job security provisions against contracting-out of work. A similar agreement between the Globe and Mail was reached later. However, the agreement was rejected by the members because it gave authority to the employer to re-classify employees without consultation, as was the case previously, and negotiations continued into 1974.

The Council of Printing Industries of Canada and the Printing Pressmen and Assistants Union, Local 10 concluded, early in August, a 22-month agreement covering some 500 workers in 35 printing firms in Metro Toronto. The increases negotiated were from 13 per cent to 16 per cent and the hours of work were reduced to 35 from the previous thirty-six and one-quarter effective January 1, 1975. New in the agreement is an option to work 4 days a week effective January 1975.

Other Manufacturing Industries - The conflict between Artistic Woodwork Co. Ltd. and the Canadian Textile and Chemical Workers Union took place in an attempt to obtain a first agreement. The main issues were management rights, union security, and matters relating to effective representation of the workers. The strike was highly publicized and involved mass picketing, much of it by people not directly affected by the dispute. Violence erupted mainly in connection with efforts to maintain access to the plant for persons who continued to work there. Late in the year, and after extensive assistance from conciliators, a settlement was reached that recognized the important interests of both parties.



Negotiations in the food industry were generally peaceful and resulted in an average base rate increase of 10.7 per cent for the 37,000 employees involved in negotiations in 1973. This high average increase reflected the strong position of the industry due to high demand associated with world-wide food shortages. The two major work stoppages in the industry focussed on non-monetary concerns. One at Omstead Foods Limited was provoked by a Company proposal to change the terminal date of the new agreement. The other at Dare Foods continued from May 1972 and was not resolved in 1973. It started over a differential in wage offers to male and female employees, but developed into a multi-issue conflict.

Major agreements in the primary metal and metal fabricating industries were negotiated by the Steelworkers. Among them were contracts at Lake Ontario Steel, Atlas Steel, Burlington Steel and Falconbridge Nickel Mines. These negotiations placed great emphasis on cost-of-living allowances, increases in pension plans and other fringe benefits. Also, some improvements were made in technological change provisions. Even though obtaining shorter hours was a major theme at the Steelworkers conference early in the year, they were not obtained in these negotiations. At Falconbridge Nickel Mines a four day work week was established on an experimental basis. It did not reduce the number of hours worked.

Northern Electric and Dow Chemical experienced work stoppages for the first time in Canada. The most important issues in the Northern Electric dispute were wages, cost-of-living, and the insistence by the U.A.W. on obtaining a master contract covering all production employees. The strike ended with a master agreement covering both office and production employees. On the other hand, reduction of the work-week was the major issue at Dow Chemical. Final settlement included a reduction of hours from 40 to 37.7 per week. A similar change was incorporated into five additional contracts covering similar workers in chemical companies in the Sarnia area.

#### Non-Manufacturing (Service)

A wide variety of service industries, such as public administration, hospitals, teaching, transportation and utilities are considered under this heading. A feature that distinguishes service industry labour relations is the high public awareness of strikes that arises from the personal inconvenience often associated with them. This is not to deny that strikes in manufacturing can inconvenience the public, but their impact on the man in the street is likely to be

cushioned by the availability of accumulated stocks or substitute commodities. In contrast, during the course of many service industry strikes, suitable alternatives are not immediately available and public inconvenience is quickly experienced.

No common thread ran through the substance of 1973 negotiations in the non-manufacturing sector. For hospital and railway employees money was the priority issue; they demanded increases that would allow their wages to catch up with those of workers doing equivalent jobs in other industries. Money was also a key issue in municipal bargaining but here the emphasis was on protecting the real value of earnings. In addition, job security had high priority for municipal employees and teachers.

Municipal Bargaining - In 1973 municipal negotiations, local union demands appeared to be part of a broad bargaining platform. Two issues, cost-of-living allowances and contracting-out of work, recurred in the bargaining of C.U.P.E locals across the Province.

Municipal employees in London, Windsor, Hamilton and Sault Ste. Marie attempted to negotiate cost-of-living allowances but only the last group met with success. The agreement provides for a one cent per hour increase for every 0.6 rise in the Consumer Price Index to an annual maximum of four cents per hour.

In Hamilton, the City's refusal to grant a cost-of-living allowance was a major factor in a two-month strike of outside workers. Their demands were backed by the City's inside workers and other groups. The complex negotiations involved a proposal by the inside workers to submit all outstanding differences to arbitration but this was rejected by the City. The package finally accepted by the employees was not recommended by the negotiating committee. It contained the City's original wage offer of 72 cents over a twenty-three and one-half month contract and other improvements, but no cost-of-living provisions

The job security issue was expressed mainly in connection with contracting out of work. Prior to bargaining, speakers at the Conference of the Ontario Division of C.U.P.E. in Niagara Falls had emphasized the danger of loss of members' jobs due to this practice. As a result, the municipal locals in London, Hamilton and the Borough of York attempted to negotiate no-contracting-out agreements but without success.



Schools - During 1973, Ontario school teachers sought to negotiate on working conditions and job security in addition to pay related matters. In contrast, many boards of education refused to bargain on items other than salaries and, in some cases, were unwilling to sign a collective agreement. Two factors affecting the situation were the absence of legislation governing the scope of collective bargaining by teachers and the spending ceilings of the Ministry of Education.

The year began with the secondary school teachers in Windsor and Timmins and the elementary separate school teachers in Essex County failing to return to their classes after the Christmas break. The dispute was over job security and pay; one major demand was for written guarantees from the respective boards that there would be no increase in the prevailing student-teacher ratios. The stoppages in Timmins and Essex County were brief, but at Windsor, the Minister of Education had to intervene and the return to work occurred on January 23. The Windsor Board and teachers agreed to sign a collective agreement and to a more specific definition of the student-teacher ratio, but monetary matters were referred to a board of arbitration. This was the first such board to deal with a dispute between teachers and a Board of Education in Ontario. The arbitrators were required to make their award in a way that would permit the Windsor Board to develop a budget within the 1973 expenditure ceilings established by the Ministry.

The teacher-student ratio was also a key issue in Metropolitan Toronto where the high school teachers, in negotiations for the 1973-74 academic year, demanded a return to the September 1972 teacher-student ratio and restoration of the 389 teaching positions lost by virtue of the 1973 spending ceilings. Negotiations were protracted and teachers responded first, by withdrawal of voluntary services, and then, in late November, by the submission of some 7,800 letters of resignation to various boards of education throughout Ontario.

The Ministry of Education considered the impending mass resignations as tantamount to a strike threat and, early in December, introduced Bill 274 which was designed to nullify the letters of resignation and impose fines on teachers who might defy the law. The Bill was greeted with hostility and passage was postponed indefinitely by a compromise in which the teachers agreed not to withhold their services prior to January 31, 1974. The Ministry made it clear that, if any dispute went to arbitration, the arbitrators would not be specifically instructed to stay within Government spending ceilings. As a result, agreements were reached in most of the disputes but a major strike occurred in the Municipality of York.

Transportation and Utilities - Work stoppages in airlines, railroads and major utilities are among those that cause the greatest public inconvenience. Such stoppages were relatively common in 1973 and triggered extensive government efforts to bring about settlements.

At the end of 1972, separate negotiations began between the railways and three groups of employees; the 55,000 workers represented by the Associated Non-Operating Railway Unions, 20,000 shop craft employees represented by Division No. 4 of the Railway Employees' Department, AFL-CIO, and 14,500 trainmen represented by the United Transportation Union.

Throughout the first half of 1973, intermittent and fruitless negotiations took place with the aid of Federal mediation officers and boards of conciliation. In July, the non-operating employees began a series of rotating strikes. On August 23, a national rail strike began that was terminated when Parliament passed the Maintenance of Railway Operations Act, 1973 on September 1. The Act provided for arbitration of the unresolved issues and interim increases of 34 cents to the non-operating employees and 8.25 per cent to the shop craft and trainmen effective January 1, 1973; 6.5 per cent to the three groups effective January 1, 1974, and 1.5 per cent effective July 1, 1974.

On September 5, Mr. Justice Emmett Hall was appointed to arbitrate the unresolved issues in the dispute; his report was to be binding on all parties. The issues concerned wages, job security and work rules, but resolution of them was complicated by the fact that the unions did not accept the validity of company estimates of the costs of a revised pension plan.

The Hall award was issued on January 16, 1974. Based on consideration of all the evidence presented by the unions, railways and an independent study of pension costs, Mr. Justice Hall concluded that:

- the unions had made out a case for a substantial increase on a "catch-up basis";
- that the employees were entitled to participate more fully than they had in productivity gains; and
- that Parliament had not adequately provided for increases in the cost-of-living for the balance of 1973 or 1974.

Accordingly, he awarded 15 cents per hour more than the legislated increases, effective January 1, 1973. Based on an estimated rise in the Consumer Price Index of seven and one-half per cent during 1974, and allowing one and one-half per cent for productivity gains, he awarded a wage increase of 9.0 per cent for 1974. This increase was to be effective on January 1, and not in two stages as suggested in the legislation.

During the year four major stoppages occurred in airline transportation. Ground crew employees represented by the Machinists Union struck Nordair, C.P. Air, and Air Canada. The strikes were up to two months in duration and the one at Air Canada was organized on a rotating basis with the workers absenting themselves from different terminals each day. After extensive conciliation and mediation activity, settlements were reached that provided for two-year contracts and wage increases ranging from 16 per cent to 18 per cent. At Nordair, 98 stewardesses went on strike over demands for parity of wage rates with the two major airlines and unsatisfactory hours of work. A partial settlement was reached that referred the working time question to arbitration.

The arbitration board, appointed to resolve the dispute between Ontario Hydro and the 12,000-member local 1000 of the Canadian Union of Public Employees that led to a 17-week strike in 1972, issued an award on April 16, 1973. The Board awarded a wage increase of 23.5 per cent over three years. Because of the complexity of relating Ontario Hydro wages to those of the community, the Board appointed an assessor to establish a rationale for determining rates for salaried groups and operators, to be used upon expiry of the contract in March 1975.

Hydro's request to include a mutual protection clause in the contract to preclude either party from taking disciplinary action was denied. Consequently, when 400 employees faced union trial procedures for refusal to stop work during the strike, Hydro arranged to provide free legal counsel for them. After further discussion, CUPE agreed to drop internal discipline charges and Hydro abandoned the legal efforts to stop the trials. A statement was issued that the union and the company had agreed to establish a joint study team which could conduct an in-depth analysis of the relationship between the parties.

In another development, Ontario Hydro and its professional engineers signed an agreement early in January, 1973, which covers some 1,200 supervisory and professional personnel. A significant feature is that it provides for voluntary acceptance of compulsory arbitration of salary disputes and third party mediation on other matters.

Hospitals - Two interrelated issues emerged in hospital bargaining in 1973. First, the unions claimed that hospital wages for many employee categories were below those paid to non-hospital employees doing similar work and that they provided incomes below poverty levels. Second, the unions expressed continuing dissatisfaction with The Hospital Labour Disputes Arbitration Act which, since 1965, has denied hospital employees the right to strike.

Action taken included a brief to the Government by the Service Employees International Union (representing 15,000 health care employees) pointing out alleged disparities between wages paid to hospital employees and those performing similar work in other industries. C.U.P.E. took similar action and embarked on a "catch-up" campaign to bring the wages of its 6,000 hospital employee members in Metro Toronto into line with those paid for similar work in the public sector. The demand was for average earnings of \$4.16 an hour, a 40 per cent increase over the current \$3.00 an hour. Illegal strike activity became a much discussed possibility but C.U.P.E. elected to use an advertising campaign to harness public support for its position.

The Ministry of Labour responded on January 17, 1974 with the appointment of a Hospital Inquiry Commission to:

- (a) establish criteria for the determination of hospital wages and salaries;
- (b) establish the standards of compensation applicable to hospital employees; and
- (c) investigate the feasibility of conducting collective bargaining on a basis other than the individual hospital level.

A commission was also established by the Ministry of Health to report on the effect that Government budget ceilings have had on the wages of hospital workers.

Situations of major importance settled in 1973 were two multi-hospital negotiations in which the Service Employees International Union was the bargaining agent. The first of these included four hospitals in Windsor and brought the workers involved increases of 10.0 per cent. The second covered seven hospitals in Toronto where the wage increase gained was 8.9 per cent. The employees of two of the Toronto hospitals rejected the settlement and carried the dispute to arbitration, but the arbitration board concluded that the negotiated settlement was appropriate.



C.U.P.E. was the bargaining agent in two arbitrated settlements that received a great deal of attention. The first of these awards, brought down early in the year, involved the Ottawa Civic Hospital and provided for a 19.3 per cent wage increase. The size of the award, made after protracted negotiations and arbitration, caused extensive concern in the hospital industry. The second attention-getting award was at the Pembroke General Hospital where the arbitrator granted 13.2 per cent on wages. Both these settlements contained provisions that no employees would be laid-off or suffer a reduction of hours as a result of contracting-out of work. Another important feature of many arbitrated settlements was retroactivity of the wage increase to all employees regardless of whether or not they were still employed in the hospital in question.

Police and Firemen - A substantial number of police and firefighters' contracts in Ontario expired at the end of 1973 and there was extensive advance bargaining for renewals. In smaller centres, such as the Peel Regional Municipality and the City of Chatham, new one-year agreements for policemen were easily concluded prior to the expiry of the old contracts. In Peel, the agreement for 1974 raised the annual salary of a first-class police constable by just over ten per cent to \$13,500.

In the larger centres of Metropolitan Toronto, Ottawa and Windsor, police association wage demands were for an eighteen per cent increase in 1974. Firemen in the same centres tabled demands that ranged between seventeen and nineteen per cent for one year. If granted, these demands would raise the pay of a first-class police constable in Toronto to \$14,500 and that of a Toronto first-class firefighter to \$14,483 (\$6.60 an hour). While non-wage issues were generally of lesser importance, the Windsor Police Association placed high priority on retirement on full pension after thirty years of service.

The wage demands were rationalized on the grounds that the wage increases obtained in previous contracts were more than offset by increases in living costs. For example, in 1973, Toronto firemen received an average wage increase of 5.3 per cent but the Consumer Price Index rose by 7.6 per cent. Therefore, the proposals have the dual function of catching up ground allegedly lost and affording a measure of protection from inflation during 1974. Negotiations continued well into the new year.

Non-manufacturing sector bargaining in 1973 highlighted the need to ensure that 'essential' workers who may be denied the legal right to strike have a bargaining framework that allows them to negotiate acceptable wages and working conditions.





## APPENDIX A



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Collective Bargaining Agreements<sup>1</sup> Negotiated in Ontario,  
by Industry and Duration of Agreement, 1973

Industry	All Agreements		One-Year Agreements <sup>2</sup>		Two-Year Agreements <sup>2</sup>		Three-Year Agreements <sup>2</sup>	
	Number	Employees	Number	Employees	Number	Employees	Number	Employee
<u>All Industries (Including Construction)</u>	540	364,543	41	35,307	389	196,829	110	132,40
<u>All Industries (Excluding Construction)</u>	451	299,510	41	35,307	319	147,201	91	117,00
<u>Manufacturing</u>	247	138,905	4	915	173	57,398	70	80,59
Food and Beverage	22	7,185	-	-	15	4,958	7	2,22
Tobacco Products	2	860	-	-	2	860	-	-
Rubber	3	1,080	-	-	2	480	1	60
Leather	5	1,794	-	-	5	1,794	-	-
Textile	13	5,324	-	-	12	4,774	1	55
Knitting Mills	5	975	-	-	5	975	-	-
Clothing	5	3,680	-	-	2	880	3	2,80
Wood	7	1,204	1	210	6	994	-	-
Furniture and Fixture	3	834	-	-	2	564	1	27
Paper and Allied	60	17,027	-	-	59	16,577	1	45
Printing, Publishing and Allied	10	3,362	-	-	10	3,362	-	-
Primary Metal	9	4,525	-	-	1	230	8	4,29
Metal Fabricating	21	5,695	2	495	13	3,172	6	2,02
Machinery	10	3,010	-	-	8	2,422	2	58
Transportation Equipment	21	55,459	-	-	3	1,945	18	53,51
Electrical Products	27	15,416	-	-	16	7,396	11	8,02
Non-Metallic Mineral Products	11	4,785	1	210	6	3,280	4	1,29
Petroleum and Coal Products	1	360	-	-	-	-	1	36
Chemical and Chemical Products	4	2,835	-	-	2	465	2	2,37
Miscellaneous Manufacturing	8	3,495	-	-	4	2,270	4	1,22
<u>Non-Manufacturing (Excluding Construction)</u>	204	160,605	37	34,392	146	89,803	21	36,41
Logging	11	3,983	-	-	11	3,983	-	-
Mines, Quarries and Oil Wells	4	2,105	-	-	-	-	4	2,10
Transportation	10	5,959	-	-	8	4,914	2	1,04
Storage	1	1,600	-	-	1	1,600	-	-
Communication	11	27,308	3	12,673	3	1,835	5	12,80
Electric, Gas & Water Utilities	14	15,706	-	-	10	2,905	4	12,80
Wholesale Trade	1	832	-	-	-	-	1	83
Retail Trade	13	11,018	3	5,405	10	5,613	-	-
Education and Related Services	27	8,076	4	1,642	23	6,434	-	-
Health and Welfare Services	59	20,918	20	8,887	39	12,031	-	-
Services to Business Management	7	3,184	1	302	6	2,882	-	-
Personal Services	3	932	-	-	1	275	2	65
Motion Picture & Recreational Services	3	734	1	234	2	500	-	-
Federal Administration	20	15,537	1	591	16	8,776	3	6,17
Provincial Administration	6	36,935	1	3,755	5	33,180	-	-
Local Administration	14	5,778	3	903	11	4,875	-	-
<u>Construction</u>	89	65,033	-	-	70	49,628	19	15,40

1. Relate to agreements in which wage rates were changed by settlements negotiated for 200 employees or more. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total 200 employees or more even though each agreement may apply to fewer than 200 employees.
2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE A-2

Average Annual Per Cent Increases in Basic Wage Rates in  
Collective Bargaining Agreements<sup>1</sup> Negotiated in Ontario,  
by Industry and Duration of Agreement, 1973

Industry	All Agreements	One-Year Agreements <sup>3</sup>	Two-Year Agreements <sup>3</sup>	Three-Year Agreements <sup>3</sup>
All Industries (Including Construction)	7.9	9.0	8.4	6.7
All Industries (Excluding Construction)	7.9	9.0	8.7	6.4
Manufacturing	7.5	7.5	9.8	5.9
Food and Beverage	10.7	-	11.7	8.5
Tobacco Products	14.8	-	14.8	-
Rubber	9.0	-	9.1	8.9
Leather	10.0	-	10.0	-
Textile	8.1	-	8.4	5.3
Knitting Mills	13.7	-	13.7	-
Clothing	7.7	-	12.0	6.4
Wood	12.0	9.7	12.5	-
Furniture and Fixture	9.4	-	8.0	12.4
Paper and Allied	9.3	-	9.3	8.1
Printing, Publishing and Allied	9.7	-	9.7	-
Primary Metal	7.9	-	12.0	7.7
Metal Fabricating	7.6	5.7	9.2	5.5
Machinery	8.6	-	8.9	7.4
Transportation Equipment	4.9	-	8.8	4.7
Electrical Products	9.6	-	9.3	10.0
Non-Metallic Mineral Products	10.5	9.4	11.1	9.0
Petroleum and Coal Products	7.8	-	-	7.8
Chemical and Chemical Products	8.6	-	7.9	8.7
Miscellaneous Manufacturing	8.4	-	9.6	6.0
Non-Manufacturing (Excluding Construction)	8.2	9.0	8.1	7.6
Logging	9.2	-	9.2	-
Mines, Quarries and Oil Wells	7.8	-	-	7.8
Transportation	7.9	-	8.0	7.2
Storage	9.4	-	9.4	-
Communication	9.2	9.6	8.8	8.6
Electric Power, Gas and Water	-	-	-	-
Utilities	7.3	-	7.3	7.3
Wholesale Trade	10.2	-	-	10.2
Retail Trade	11.3	11.7	10.8	-
Education and Related Services	8.1	6.3	8.5	-
Health and Welfare Services	9.4	9.8	9.1	-
Services to Business Management	8.1	8.8	8.0	-
Personal Services	10.0	-	12.9	8.8
Motion Picture and Recreational Services	7.7	4.5	9.2	-
Federal Administration	5.8	5.7	6.2	5.3
Provincial Administration	7.1	3.6	7.5	-
Local Administration	7.7	9.6	7.4	-
Construction	7.8	-	7.5	8.7

1. The per cents were calculated on a compound basis and weighted by employee coverage.
2. Relate to agreements in which wage rates were changed by settlements negotiated for 200 employees or more. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more even though each agreement may apply to fewer than 200 employees.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE A-3

Average Annual Cents-Per-Hour Increases in Basic Wage Rates in  
Collective Bargaining Agreements<sup>1</sup> Negotiated in Ontario,  
by Industry and Duration of Agreement, 1973

Industry	All Agreements	One-Year Agreements <sup>2</sup>	Two-Year Agreements <sup>2</sup>	Three-Year Agreements <sup>2</sup>
All Industries (Including Construction)	30.4	26.0	32.9	27.8
All Industries (Excluding Construction)	27.0	26.0	29.3	24.4
<u>Manufacturing</u>	27.2	21.2	32.1	23.8
Food and Beverage	34.8	-	36.7	30.4
Tobacco Products	47.2	-	47.2	-
Rubber	25.3	-	25.8	25.0
Leather	23.2	-	23.2	-
Textile	20.8	-	21.8	12.3
Knitting Mills	29.9	-	29.9	-
Clothing	15.6	-	24.2	12.9
Wood	40.0	29.0	42.3	-
Furniture and Fixture	26.2	-	24.5	30.0
Paper and Allied	34.7	-	34.7	33.7
Printing, Publishing and Allied	40.3	-	40.3	-
Primary Metal	27.4	-	36.5	26.9
Metal Fabricating	24.8	14.3	29.5	20.0
Machinery	29.0	-	30.4	23.4
Transportation Equipment	22.4	-	31.5	22.1
Electrical Products	29.9	-	27.4	32.3
Non-Metallic Mineral Products	36.8	30.0	38.7	32.9
Petroleum and Coal Products	31.4	-	-	31.4
Chemical and Chemical Products	33.1	-	27.4	34.3
Miscellaneous Manufacturing	25.8	-	28.7	20.3
<u>Non-Manufacturing (Excluding Construction)</u>	26.8	26.1	27.5	25.7
Logging	33.5	-	33.5	-
Mines, Quarries and Oil Wells	26.8	-	-	26.8
Transportation	37.3	-	37.4	36.9
Storage	40.0	-	40.0	-
Communication	25.2	25.5	21.0	25.5
Electric Power, Gas and Water	-	-	-	-
Utilities	28.3	-	26.8	28.7
Wholesale Trade	30.3	-	-	30.3
Retail Trade	31.9	32.2	31.7	-
Education and Related Services	22.8	25.7	22.1	-
Health and Welfare Services	24.0	26.3	22.4	-
Services to Business Management	23.7	19.9	24.1	-
Personal Services	22.4	-	30.5	19.0
Motion Picture and Recreational Services	37.2	21.9	44.4	-
Federal Administration	25.3	20.0	30.9	17.9
Provincial Administration	25.8	17.8	26.7	-
Local Administration	28.4	40.4	26.1	-
<u>Construction</u>	46.1	-	43.4	53.9

1. Relate to agreements in which wage rates were changed by settlements negotiated for 200 employees or more. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more even though each agreement may apply to fewer than 200 employees.
2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.



TABLE A-4

Work Stoppages under Ontario Jurisdiction by Industry, 1971-1973

Industry	Work Stoppages			Workers Involved			Duration in Man-Days		
	1971	1972	1973*	1971	1972	1973*	1971	1972	1973*
All Industries	202	188	203	80,517	68,590	114,085	1,366,750	2,072,830	1,693,840
Manufacturing	137	127	136	64,439	35,743	66,062	1,031,980	852,550	1,333,410
Food and Beverages	8	10	17	1,287	3,403	4,112	38,350	98,700	153,380
Tobacco Products	1	-	-	250	-	-	620	-	-
Rubber	4	4	1	2,194	1,245	600	14,750	2,650	8,100
Leather	1	2	-	115	348	-	230	3,100	-
Textile	4	2	2	326	764	11,750	12,860	22,180	62,750
Knitting Mills	-	1	-	-	160	-	-	320	-
Clothing	3	1	1	1,000	18	44	18,430	90	310
Wood	2	2	4	216	268	883	9,580	3,930	19,890
Furniture and Fixtures	3	2	3	519	2,475	281	16,380	38,780	14,500
Paper	5	5	10	1,561	901	5,219	42,530	9,370	186,100
Printing and Publishing	5	4	3	98	229	242	1,980	12,960	7,360
Primary Metals	6	6	9	670	1,026	2,858	8,950	5,690	55,770
Metal Fabricating	19	29	18	2,311	2,948	2,749	98,390	56,360	46,130
Machinery	9	13	14	4,264	4,296	1,868	29,100	128,180	71,280
Transportation Equipment	34	17	20	38,165	7,433	22,118	483,090	259,380	333,650
Electrical Products	12	10	11	4,960	7,405	7,742	58,220	96,840	282,430
Non-Metallic Mineral Products	12	5	9	5,334	1,335	2,868	171,410	49,180	30,620
Petroleum and Coal Products	-	-	2	-	-	480	-	-	10,420
Chemical Products	2	9	7	249	1,065	1,568	7,970	53,660	49,340
Miscellaneous Manufacturing	7	5	5	920	424	644	19,140	11,180	1,380
Non-Manufacturing	65	61	67	16,078	32,847	48,023	334,770	1,220,280	360,430
Agriculture	-	-	-	-	-	-	-	-	-
Forestry	1	2	1	19	49	148	2,210	890	150
Fishing and Trapping	-	-	-	-	-	-	-	-	-
Mines, Quarries and Oil Wells	-	-	2	-	-	591	-	-	27,750
Construction	20	21	20	8,541	9,733	10,549	205,080	192,150	155,960
Transportation	5	4	5	612	343	373	25,460	3,040	7,270
Storage	-	-	-	-	-	-	-	-	-
Electric Power, Gas and Water	6	4	4	1,014	12,194	651	25,180	900,770	21,340
Trade	16	14	18	2,424	1,265	1,506	38,320	16,110	15,330
Finance, Insurance and Real Estate	-	-	-	-	-	-	-	-	-
Education and Related Services	3	4	6	760	3,110	31,865	17,200	5,110	49,210
Health and Welfare Services	1	2	1	16	1,321	54	20	7,880	1,890
Personal Services	3	2	1	258	83	10	7,780	2,080	560
Other Services	2	3	4	165	169	276	920	6,630	6,990
Public Administration	8	5	5	2,269	4,580	2,000	12,600	85,620	73,980

\*Preliminary

Source: Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour

TABLE A-5

Collective Bargaining Agreements Negotiated in Ontario  
Compared with Total Agreements on File,<sup>1</sup> 1973

Industry	Agreements Negotiated in 1973		Total Agreements On File December 1973		Agreements Negotiated As Per Cent Of Total On File	
	Number	Employees	Number	Employees	Number	Employees
<u>All Industries</u>	3,029	403,749	5,922	919,654	51.1	43.9
<u>Manufacturing</u>	1,353	199,232	2,958	419,240	45.7	47.5
Food and Beverage	187	13,468	427	37,349	43.8	37.4
Tobacco	4	1,042	15	2,227	26.7	46.8
Rubber	17	1,959	47	10,779	36.2	18.2
Leather	21	3,429	47	5,596	44.7	61.3
Textile	48	12,867	100	16,782	48.0	76.7
Knitting Mills	10	1,399	19	2,402	52.6	58.2
Clothing	25	5,102	54	12,237	46.3	41.7
Wood	45	3,551	110	3,071	40.9	44.0
Furniture and Fixture	30	2,426	66	7,211	45.5	33.6
Paper and Allied	122	19,582	191	28,444	63.9	68.8
Printing, Publishing and Allied	125	5,601	248	12,139	50.4	46.1
Primary Metal	38	6,653	114	37,733	33.3	17.6
Metal Fabricating	180	13,957	422	37,677	42.7	37.0
Machinery	80	7,105	164	22,387	48.8	31.7
Transportation Equipment	77	58,572	197	87,177	39.1	67.2
Electrical Products	103	19,005	191	43,334	53.9	43.9
Non-Metallic Mineral Products	97	8,180	231	17,433	42.0	46.9
Petroleum and Coal Products	12	2,011	16	2,057	75.0	97.8
Chemical and Chemical Products	69	5,886	148	12,723	46.6	46.3
Miscellaneous Manufacturing	63	6,937	151	15,482	41.7	44.8
<u>Non-Manufacturing</u> <sup>1</sup>	1,676	204,517	2,964	500,414	56.6	40.9
Forestry	40	6,140	47	6,614	85.1	92.8
Mines, Quarries and Oil Wells	29	3,885	78	28,283	37.2	13.7
Transportation	135	13,641	315	63,226	42.9	21.6
Storage	11	1,856	18	2,006	61.1	92.5
Communication	24	26,704	33	27,327	72.7	97.7
Electric Power, Gas and Water						
Utilities	108	18,569	169	21,435	63.9	86.6
Wholesale Trade	142	5,194	290	9,552	49.0	54.4
Retail Trade	91	14,254	195	41,431	46.7	34.4
Financial Institutions	0	0	10	116	0.0	0.0
Insurance, Real Estate	35	318	48	455	72.9	69.9
Education and Related Services	118	13,238	204	31,532	57.8	42.0
Health and Welfare Services	337	35,093	436	48,670	77.3	72.1
Motion Picture and Recreation						
Services	81	2,124	144	2,517	56.3	84.4
Services to Business Management	15	3,639	20	6,122	75.0	59.4
Personal Services	102	4,375	224	14,544	45.5	30.1
Miscellaneous Services	116	1,654	223	3,328	52.0	49.7
Federal Administration	52	30,201	88	97,523	59.1	31.0
Provincial Administration	5	11,199	10	54,192	50.0	20.7
Local Administration	235	12,433	412	41,541	57.0	29.9

<sup>1</sup>Excludes construction agreements.

TABLE A-6

Volume of Conciliation Activity  
Ontario Ministry of Labour, 1972 and 1973

	Disputes		Employees	
	1973(p)	1972(r)	1973(p)	1972(r)
<u>OFFICER STAGE</u>				
Total in process	2,641*	1,910	285,911	283,513
Carried over from previous year	177	252	21,153	28,699
Referred during period	2,464	1,658	264,758	254,814
<u>Disposed of</u>				
Total	2,368	1,733	252,817	262,360
Settled by Officer				
Construction	234	96	8,251	8,038
Non-construction	616	712	51,713	62,198
Referred to Conciliation Boards	-	10	-	3,575
No Boards				
Construction	641	146	34,091	13,661
Non-construction	859	753	158,338	173,835
Lapsed				
Construction	2	3	43	114
Non-construction	16	13	381	939
Pending, December 31	273	177	33,094	21,153

CONCILIATION BOARD STAGE

There were no conciliation boards in existence in 1973. During the year 1972, ten disputes involving 3,575 employees were referred to one conciliation board and were reported "no settlement".

\* Three additional disputes involving 3,448 policemen were referred to the Conciliation Services during 1973. One was settled by an officer, one was reported "not settled" and one was still outstanding at the end of the year. These disputes were not included in the total since they came under the jurisdiction of the Ontario Police Act and not the Ontario Labour Relations Act.

(p) Preliminary  
(r) Revised

TABLE A-7

Voluntary Mediation Provided by Conciliation and Mediation  
Services, Ontario Ministry of Labour, 1973 (p)

	<u>Disputes</u>	<u>Employees</u>
Total in process	<u>355</u>	<u>75,736</u>
Carried over from 1972	21	4,307
Assigned during 1973	334	71,429
1. <u>Disposed of</u>	<u>318</u>	<u>73,032</u>
A. Mediation began during post-conciliation bargaining:	<u>257</u>	<u>60,725</u>
(1) settled without a work stoppage		
- at mediation	185	45,467
- following mediation assistance	2	130
(2) settled after a work stoppage		
- at mediation	60	13,425
- following mediation assistance	9	503
- to arbitration	1	1,200
B. Mediation began after work stoppage:	<u>52</u>	<u>11,943</u>
- settled at mediation	50	11,626
- settled following mediation assistance	2	317
C. Mediation disputes lapsed	<u>9</u>	<u>364</u>
2. <u>Pending, December 31, 1973</u>	<u>37</u>	<u>2,704</u>
A. Mediation began during post-conciliation bargaining:	<u>36</u>	<u>2,686</u>
- no work stoppage	32	2,159
- work stoppage	4	527
B. Mediation began after work stoppage	<u>1</u>	<u>18</u>

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(p) Preliminary

In addition to the above, two disputes involving 288 employees went to mediation without first going through the conciliation process. These two disputes were settled by mediators.

## APPENDIX B





## APPENDIX B

This appendix describes the changes in a few selected conditions of employment resulting from the 1973 bargaining in Ontario for contracts affecting 200 or more employees.<sup>5</sup> The data are taken from a total of 373 settlements covering 299,510 workers, and were compiled from Collective Bargaining Settlements in Ontario, a monthly report, prepared by the Canada Department of Labour and the Ontario Ministry of Labour. The provisions described are those effective in the final year to which the settlement applies.

Data on changes in service requirements for vacations, number of holidays granted, levels of afternoon and night shift premiums and cost-of-living formulae, are contained in Tables B-1 to B-5. In addition, important changes in a few other employment conditions are discussed in the following paragraphs.

### Dental Plans

Thirty-eight settlements covering 91,700 employees introduced completely new dental plans. Twenty-one of these plans are employer financed, eight are jointly financed and for the other nine the financing arrangement is not available. The plan most commonly used is the Blue Cross No. 7 Dental Plan. It provides maximum amounts, to be paid out after deductibles, of \$250 in the first year, \$500 in the second, \$750 in the third, and \$1,000 in the fourth.

### Insurance for Retired Employees

Twenty settlements covering 54,241 employees introduced or improved life insurance benefits for retired employees. Five of these were negotiated for the first time and the amount of benefit was \$1,000. Also, \$1,000 was the most common level for improved benefits. The benefits established by the five auto settlements were especially generous providing for a minimum coverage of \$2,000 for employees who may retire after October 1975. The majority of other settlements increased previous benefits by \$250 or \$500.

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5. Settlements in the construction industry are not included in this Appendix.

# Hours of Work

Weekly hours of work were reached in 22 settlements covering 25,431 employees. The reduction ranged from slightly less than one hour to just under five hours per week. In an additional eleven settlements it was agreed to discuss the feasibility of a flexible or compressed work week for either all or some employees. A large portion of those who may be affected by these discussions are Federal or Provincial civil servants.

The changes in weekly hours agreed to are set out in the tabulation below.

Weekly Hours Under Pre- vious Contract	Weekly Hours Under 1973 Contract	Settlements	Employees Covered
36.25	35	3	1,520
37.5	35	1	5,000
	36.6	3	6,275
38.5	37.5	1	300
40	36	1	275
	37.3	3	2,730
	37.5	2	540
	38.75	3	846
	39	1	6,700
42	37.3	1	450
44	40	1	275
45	42	1	270
	42.5	1	250

TABLE B-1  
Paid Vacations - New Levels and Changes in Service Requirements Resulting  
from Collective Bargaining Settlements<sup>1</sup> Negotiated in 1973

New Service Requirement For Vacation Periods of	Total Settlements	Employees	Reduction From Previous Service Requirement																New		
			One-Half Year		One Year		Two Years		Three Years		Four Years		Five Years		Six Years		Seven Years				Ten Years
			Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms	Empls	Settlms
Three-Weeks																					
1 year	5	7,529	1	6,000	1	500	1	400	-	820	2	629	-	-	-	-	-	-	-	-	-
2 years	5	2,160	-	-	4	1,340	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
3 years	8	17,359	-	-	1	1,000	7	16,359	-	-	-	-	-	-	-	-	-	-	-	-	-
4 years	15	13,548	-	-	12	9,753	2	795	-	-	1	3,000	-	-	-	-	-	-	-	-	-
5 years	70	42,358	-	-	23	10,966	14	9,826	27	18,636	2	1,040	2	780	-	-	-	-	2	1,110	-
6 years	18	6,536	-	-	10	3,964	5	1,882	3	690	-	-	-	-	-	-	-	-	-	-	-
7 years	22	8,044	-	-	13	4,554	4	960	5	2,530	-	-	-	-	-	-	-	-	-	-	-
8 years	17	6,389	-	-	3	794	12	4,997	1	275	-	-	-	-	-	-	-	-	1	323	-
9 years	2	478	-	-	2	478	-	-	-	-	-	4	1,700	-	-	-	-	-	1	275	-
10 years	7	3,475	-	-	-	-	-	1	500	-	-	-	-	-	-	-	-	-	-	-	-
11 years	1	520	-	-	-	-	-	1	520	-	-	-	-	-	-	-	-	-	-	-	-
12 years	1	293	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 years	1	250	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	250	-
TOTAL	172	108,939	1	6,000	69	33,349	48	37,239	35	22,554	8	5,359	6	2,480	-	-	-	-	5	1,958	-
Four-Weeks																					
3 years	3	978	-	-	-	-	3	978	-	280	-	-	-	-	-	-	-	-	-	-	-
5 years	1	280	-	-	-	-	-	220	-	-	-	-	-	-	-	-	-	-	-	-	-
9 years	4	2,870	-	-	2	1,830	1	220	-	-	1	200	4	2,719	1	820	-	-	1	300	-
10 years	6	3,219	-	-	-	-	-	352	-	-	1	5,000	-	-	-	-	-	-	-	-	-
11 years	4	5,977	-	-	2	625	1	352	-	-	1	-	-	-	-	-	-	-	-	-	-
12 years	16	7,559	-	-	-	-	-	14	6,939	-	-	-	-	-	1	325	-	-	1	295	-
13 years	11	8,086	-	-	-	2	464	7	7,032	2	590	-	-	-	-	-	-	-	-	-	-
14 years	16	12,146	-	-	13	11,026	2	795	2	8,664	3	1,575	6	3,365	-	-	-	-	1	325	-
15 years	61	25,631	-	-	8	3,213	10	4,242	22	8,664	3	1,575	6	3,365	-	-	-	-	11	4,162	-
16 years	19	14,809	-	-	5	1,600	8	8,552	2	617	2	520	-	-	-	-	-	-	2	560	-
17 years	13	4,983	-	-	9	3,621	11	3,802	2	515	1	287	-	-	-	-	-	-	1	500	-
18 years	13	4,572	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 years	5	1,758	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22 years	1	530	-	-	-	-	-	1	530	-	-	-	-	-	-	-	-	-	-	-	-
23 years	1	278	-	-	-	-	-	1	278	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	174	93,676	-	-	41	22,379	45	26,781	43	17,605	8	7,582	12	6,897	2	1,145	1	500	410	21	10,377

1. Includes settlements covering 200 employees or more in industries other than construction.

TABLE B-1 (CONT'D)  
Paid Vacations - New Levels and Changes in Service Requirements Resulting  
from Collective Bargaining Settlements Negotiated in 1973

New Service Requirement For Vacation Periods of	Total	Reduction From Previous Service Requirement																New		
		One-Half Year		One Year		Two Years		Three Years		Four Years		Five Years		Six Years		Seven Years				Ten Years
		Settle-ments	Em-ploy-ees	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms
Five-Weeks																				
13 years	1	248	-	-	-	-	1	248	-	-	-	-	-	-	-	-	-	-	-	-
17 years	2	1,100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19 years	3	1,327	-	-	2	507	-	-	-	-	-	-	-	-	-	-	-	-	1	500
20 years	20	11,460	-	-	3	847	3	2,220	-	-	5	4,212	1	820	-	-	-	-	9	4,181
21 years	1	854	-	-	-	-	1	854	-	-	-	-	-	-	-	-	-	-	-	-
22 years	10	6,529	-	-	-	239	-	-	9	6,290	-	-	-	-	-	-	-	-	-	-
23 years	7	6,784	-	-	1	239	-	6,559	-	-	-	-	-	-	-	-	-	-	-	-
24 years	5	6,647	-	-	-	6,647	-	-	-	-	-	-	-	-	-	-	-	-	1	225
25 years	25	12,067	-	-	5	-	-	-	-	-	1	220	7	6,525	-	-	-	-	17	5,322
26 years	1	280	-	-	-	280	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28 years	1	935	-	-	1	-	935	-	-	-	-	-	-	-	-	-	-	-	3	3,436
29 years	3	3,436	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 years	7	13,297	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	13,297
TOTAL	86	64,964	-	-	12	8,520	12	10,816	10	6,890	1	220	12	10,737	1	820	-	-	38	26,961
Six-Weeks																				
25 years	4	1,375	-	-	-	-	-	-	-	-	-	-	1	200	-	-	-	-	3	1,175
27 years	16	13,910	-	-	-	-	-	-	1	270	-	-	-	-	-	-	-	-	15	13,640
30 years	7	3,683	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	3,683
35 years	2	575	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	575
TOTAL	29	19,543	-	-	-	-	-	-	1	270	-	-	1	200	-	-	-	-	27	19,073

1. Includes settlements covering 200 employees or more in industries other than construction.

TABLE B-2

Paid Holidays - New Levels and Changes Resulting from  
Collective Bargaining Settlements Negotiated in 1973

New Number Of Holidays	Total		Increase on Previous Number of Holidays											
			1/4 day		1/2 day		1 day		2 days		3 days			
	Settle- ments	Employ- ees	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls	Setlms	Empls
8	1	450	-	-	-	-	1	450	-	-	-	-	-	-
9	11	7,199	-	-	-	-	10	6,999	1	200	-	-	-	-
9-1/2	1	302	-	-	1	302	-	-	1	-	-	-	-	-
10	47	26,917	1	500	3	1,580	40	19,230	2	5,337	2	5,337	1	270
10-1/2	2	800	-	-	1	200	1	600	-	-	-	-	-	-
11	49	36,515	-	-	1	800	47	35,940	2	575	2	575	-	-
11-1/2	1	800	-	-	1	800	-	-	-	-	-	-	-	-
12	15	8,479	-	-	1	273	11	7,131	2	875	2	875	1	200
13	8	4,900	-	-	-	-	4	2,705	3	1,595	3	1,595	1	600
14	6	48,960	-	-	-	-	5	48,180	1	780	1	780	-	-
TOTAL	141	135,322	1	500	7	3,155	119	121,235	11	9,362	3	1,070	-	-

1. Includes settlements covering 200 employees or more in industries other than construction.

TABLE B-3

Afternoon Shift Premiums Established by Collective Bargaining  
Settlements<sup>1</sup> Negotiated in 1973

Previous Pre- mium (Cents Per Hour)	Change (Cents Per Hour)	New 1973 Pre- mium (Cents Per Hour)	Settlements	Employees Covered
5	5	10	2	532
6	2	8	2	1,025
	6	12	1	560
6.25	6.25	12.5	1	935
7	2	9	1	210
	4	11	1	500
7.2	4.8	12	1	212
8	2	10	3	1,000
	4	12	1	265
9	1	10	2	830
	3	12	1	19,045
10	1	11	1	375
	2	12	10	4,844
	3	13	2	555
	4	14	1	275
	5	15	14	11,573
	10	20	1	800
10.7	1.3	12	1	285
11	1	12	4	2,670
	2	13	1	800
	3	14	1	250
	4	15	4	2,087
12	1	13	1	320
	2	14	15	6,778
	3	15	22	10,251
	4	16	1	220
	6	18	1	1,600
	8	20	1	200
12.5	1.25	13.75	3	929
	2.5	15	1	210
	3	15.5	1	300
12.9	1.3	14.2	4	1,596
13	1	14	3	793
	2	15	7	3,315
	3	16	2	670
	4	17	1	1,400
13.3	1.4	14.7	1	207
	2.7	16.0	2	642
	3.4	16.7	1	935

1. Includes Ontario settlements covering 200 employees or more in industries other than construction.



TABLE B-3 (Cont'd)

Previous Premium (Cents Per Hour)	Change (Cents Per Hour)	New 1973 Premium (Cents Per Hour)	Settlements	Employees Covered
14	1	15	2	1,430
	2	16	5	2,666
	3	17	2	465
	4	18	2	635
	6	20	1	500
15	1	16	3	1,120
	2	17	8	3,840
	3	18	5	4,132
	4	19	1	500
	5	20	3	1,134
	8	23	1	345
	10	25	2	533
15.3	2	17.3	2	740
	4.7	20	1	910
16	1	17	1	325
	2	18	3	1,038
	3	19	1	385
17	1	18	1	300
	2	19	4	13,283
	3	20	2	1,005
17.8	2.2	20	1	200
18	2	20	2	513
20	1	21	1	220
	2	22	1	600
	4	24	1	360
	5	25	5	3,587
21	3	24	1	220
22	4	26	1	230
22.5	12.5	35	2	1,205
24	5	29	1	1,300
25	5	30	1	1,000
	10	35	1	5,000
NEW		10	2	770
		12	1	6,835
		12.5	1	410
		15	1	200

TABLE B-4

Night Shift Premiums Established by Collective Bargaining  
Settlements<sup>1</sup> Negotiated in 1973

Previous Premium (Cents Per Hour)	Change (Cents Per Hour)	New 1973 Premium (Cents Per Hour)	Settlements	Employees Covered
5	5	10	1	312
6	4	10	1	325
7	1	8	1	394
9	3	12	1	19,045
	4	13	1	210
9.6	2.4	12	1	212
10	2	12	2	1,230
	5	15	3	1,050
10.7	6.3	17	1	285
11	4	15	1	237
12	1	13	1	375
	2	14	1	275
	3	15	9	3,367
	4	16	1	265
	6	18	1	560
12.5	1.25	13.75	3	929
	2.5	15	1	210
	3	15.5	1	300
	4.5	17	1	241
12.9	1.3	14.2	4	1,596
13	1	14	2	489
	2	15	2	620
13.3	1.4	14.7	1	207
	2.7	16	1	430
14	1	15	3	1,507
	2	16	1	600
	4	18	4	1,375
	6	20	1	700
15	1	16	1	420
	2	17	11	4,363
	3	18	7	2,873
	4	19	2	720
	5	20	6	1,666
	8	23	1	345
	10	25	2	1,062
16	1	17	1	1,400
	2	18	8	4,510
	3	19	3	1,835
	4	20	9	4,344

1. Includes Ontario settlements covering 200 employees or more in industries other than construction.

TABLE B-4 (Cont'd)

Previous Premium (Cents Per Hour)	Change (Cents Per Hour)	New 1973 Premium (Cents Per Hour)	Settlements	Employees Covered
16.7	3.3	20	1	212
17	1	18	3	1,782
	2	19	12	5,948
	3	20	13	10,470
	6	23	1	725
	10	27	1	325
17.8	2.2	20	1	300
18	1	19	2	520
	2	20	4	1,096
	3	21	4	4,297
	4	22	1	275
	5	23	1	445
	8.7	26.7	1	200
19	3	22	6	3,921
	4	23	1	277
20	1	21	1	220
	2	22	5	2,910
	2.7	22.7	2	740
	3	23	1	270
	3.3	23.3	1	935
	5	25	2	1,315
	10	30	1	362
	15	35	1	500
21	2	23	2	12,456
	3	24	1	220
22	3	25	2	1,005
	8	30	1	200
22.5	12.5	35	3	1,500
23	3	26	1	385
25	5	30	2	1,280
	10	35	1	5,000
27	4	31	1	230
31	5	36	1	1,300
35	5	40	3	2,820
	8	43	1	360
37	5	42	1	220
40	4	44	2	520
NEW		12	1	6,835
		12.5	1	410
		15	3	970
		20	2	620
		22	1	300

TABLE B-5

Formulae for Adjusting Wages in Cost-of-Living Provisions in Collective Bargaining Settlements<sup>1</sup> Negotiated in 1973

Formula	Settle- ments	Employees Covered	Industry
Total	57 <sup>2</sup>	90,654	
1¢ per hour for each 0.3 point <sup>3</sup>	5	48,180	Transportation equipment (5)
1¢ per hour for each 0.4 point	4	2,420	Machinery (2); miscellaneous manufacturing (1), mining (1)
1¢ per hour for each 0.45 point	7	7,544	Food and beverage (1); transportation equipment (2) electrical products (3); wholesale trade (1)
1¢ per hour for each 0.46 point	2	1,030	Primary metals (1); transportation (1)
1¢ per hour for each 0.5 point	18	6,485	Food and beverage (1); tobacco (1); metal fabricati (4); machinery (4); electrical products (4); utilities (1); retail trade (1); education (2)
1¢ per hour for each 0.55 point	1	565	Machinery (1)
1¢ per hour for each 0.6 point	10	4,896	Primary metals (4); metal fabricating (1); machiner (1); transportation equipment (1); electrical products (2); miscellaneous manufacturing (1)
1¢ per hour for each 0.7 point	1	287	Electrical products (1)
1¢ per hour for each 0.8 point	1	293	Electrical products (1)
1¢ per hour for each 1.0 point	2	720	Miscellaneous manufacturing (1); mining (1)
2¢ per hour for each 1.0 point	2	500	Metal fabricating (2)
2¢ per hour for each 2.0 point	1	278	Leather (1)
50¢ per week for each 0.6, 0.7 or 0.8 point depending on wage group	1	5,000	Communications (1)
3% of wages for each 3%	2	12,456	Utilities (2)

1. Includes Ontario settlements covering 200 employees or more in industries other than construction.

2. Excludes 3 settlements covering 1,525 employees that provided cost-of-living payments in lieu of a formula.

3. Based on a combined Canada - U. S. index.















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